6-3-2001

Resist Board Meeting, June 3, 2001

Resist

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Board Meeting
June 3, 2001
Minutes

Present: Eileen Bolinsky, Robin Carton, Pam Chamberlain (minutes), Kate Cloud (chair), Ty dePass, Amanda Matos Gonzalez, Jorge Rogachevsky, Carol Schachet, Nancy Wechsler and Jean Smith (intern).

1. Finance Committee.

As of April 30th, we are a little ahead of target in income, close on expenses. All around Resist is in good shape financially.

With the ups and downs of the market, Resist is taking a beating in the investment accounts. 70% is in the Domini Social Equity Fund, which has been fairly volatile. Cheryl Smith was our former financial advisor and Resist needs someone to take her place and help with investment analysis.

2. Board Development Issues

Eileen resigned as chair and Pam joined the Committee.

a. New Board Member Prospects

Abby Scher, former editor of dollars & sense is recommended. The Committee will interview her.

Andrew Wells-Dang, formerly of the Asia Pacific Center for Justice, is busy and currently in South East Asia (Vietnam) until August. He is interested and when he returns says he can make a 2 year commitment. The Committee will contact him in August.

Letta Neely should be sent a packet. Her home phone number is (617) 367-8611.

The Committee will contact Tess Ewing, Merble Reagon, and Wayne O’Neill to see if they would like to come back from the Advisory Board to the Board of Directors. Members discussed the “affirmative action” recruitment effort for new board members. Jorge suggested we move forward on Abby and Andrew’s appointments and make a commitment to bring on two more people of color. Ty suggested that Resist work harder on implementation of our policy. One way is to do a mailing to local grantees as outreach for new Board members.

5/3/01 Board Development minutes are attached.
3. Fundraising

Status of hiring additional fundraising help: Carol has contacted Cynthia Barger, Nancy Greenhouse, and is trading calls with Sue Karant. She will get samples of their work and client lists. Then she will compare costs.

The May prospect went out to over 23,000 names. It is too early to tell about the returns.

4. Executive Committee

See Minutes of 4/26/01 and 6/1/01 attached.

The Committee has postponed a review of the By-laws until a later date.

a. Short Term Staffing Needs

Amanda will be full time this summer.

Proposal: Resist should hire a fund-raising consultant through the end of FY01 to address: implementation of the credit card program and electronic fund transfers, a subscription drive for the Newsletter, two fund-raising mailings (prospecting or house appeals) and certain aspects of the pledge program. Resist should authorize expenditures of up to $25,000 (equivalent to the savings on Jacquie Bishop’s salary and benefits) in order to address these needs. Such expenditures shall be reduced accordingly in the event that a consultant does not perform all the tasks itemized.

Proposal: The Board should authorize the Executive Committee to continue to address Resist’s ad hoc staffing needs for the period of January through June 2002. The Executive Committee will re-visit the short term staffing needs in October 2001 and prepare a budget for the Board’s approval by the February 2002 Board meeting.

Proposals passed 9-0.

b. Evaluations

Proposal: For September’s evaluations, staff should engage in a peer supervision process - including submission of peer evaluation forms to the Board. The Board should designate a member (or members) who will act as a liaison(s) to the staff. Staff members will meet with the Board representative to “touch base” on current issues and to seek input/advice. The Board liaison may be a member of the reconstituted Personnel Committee or another volunteer. September’s staff raises should not be tied to the evaluation process.

Evaluation proposal, passed 8-0 (one abstention)
c. Long Range Planning

Current members of the Long Range Planning Committee are Hank Rosemont, Carol Schachet and Kay Mathew. Marc Miller may be able to join this Committee.

Proposal: The Long Range Planning Committee should create a framework for Resist to look at financial goals, political priorities (including utilizing a strategy of participatory evaluation) and organizational issues. The LRPC should develop a series of recommendations for turning the analysis into specific actions by June of 2002. Refer to Minutes of 6/1/01 for additional details.

Passed 8-0.

Proposal: The beginning framework, a series of questions and a set of methodologies should be brought to the August 2001 Board meeting.

Passed 5-3 (one abstention).

d. Retreat

The Executive Committee suggests that the agenda might look as follows:

1. Political discussion
2. Historical Overview of Resist's Grantmaking
   - in part as it reflects changes in political thinking/analysis
3. Brainstorming Session
   - organizational goals
   - issues/concerns
   - future directions

The Executive Committee suggested that the Retreat Committee maintain responsibility for the logistics and the overall agenda of the Retreat and the Long Range Planning Committee take responsibility for the brainstorming session, given that it will feed into its charge for the coming year.

5. Committee on Restructuring

See Minutes of 5/21/01

a. Advisory Board

The draft letter to current Advisory Board re: clarification of job description was tabled by the Committee until a future date.

b. Personnel Committee

There was a summary of the survey done by the Personnel Committee. See Personnel Committee Role, Summary of Six Survey Responses (attached).

All agreed that the Personnel Committee should exist, with its previous charges except for evaluation and supervision. Evaluation and supervision need to have a broader discussion.
Restructuring Committee recommendations for change:
1) re-affirm Resist’s non-hierarchial structure
2) reconstitute the Personnel Committee, without the supervision and evaluation role (for the time being)
3) Re-define the role of the Personnel Committee

Proposal: To reconstitute the Personnel Committee as described in the Restructuring Committee Minutes of 5/21/01. [Personnel policies, mentoring, liaison between staff and board, facilitator of grievances, oversight of orientation and training of new staff.]

Proposal, passed 6-1-1.

A Nominating/Constituting Committee will work to recruit new members to recreate the Personnel Committee. Nancy Wechsler and Carol Schachet volunteered.

The choice of a liaison will be postponed until after a new Personnel Committee has been formed.

6. Retreat/Long Range Planning

The Retreat will be held October 12-14. A facilitator and location choices are in process. There was some discussion of 2 night stay versus 1 night. The Retreat Committee will poll the Board and Advisory Board about logistics and content.

7. Political discussion

There will be ½ hour political discussion on Cuba (in accord with the July/August issue of the Newsletter). Ty will moderate the discussion.

8. Grant Committee

See Minutes of 5/17/01.

The Committee is reviewing the application to suggest changes.

a. 501(c)3 and 501(c)4 relationships

Proposal: When an organization has both a 501(c)3 and 501(c)4 arm, Resist will consider funding the 501(c)3 activities if they are truly separate from the activities of the 501(c)4. Information to consider will include: does each arm raise its own funds independently; are there two separate sets of books kept; does one arm have control over the activities of the other; are there separate staff or board members; are the activities so intertwined that it would be unlikely that either group could operate independently.

Passed 8-0: Resist will fund a 501(c)(3) if it is substantially separate.

Future issues the Board would like the Committee to consider:

- standards for revoking a multi-year grant;
- application status for a multi-year grantee after completion of the three years;
Board Development Committee Meeting
May 31, 2001

Agenda

1. Review Status of Prospective Board Members
Currently, we have two "live" applications from Abby Scher and Andrew Wells-Dang. Ty and Eileen will arrange an interview with Abby. There were some questions about Andrew's ability to participate on the Board.

Eileen: His schedule still seems full.
Carol: Usually we ask new Board members to make a two-year commitment, and he is not sure he will be in the country that long.

Ty: His time could be useful on the Newsletter/Communications Committee. Wouldn't want to ask him to join the Advisory Board. We're not sure what the Adv. Board's role is.

Carol: He could also be useful on the Grants committee as a grantee.

We decided we would call him and ask him if he can make a two-year commitment. If yes, we'll invite him to go through the interview process. If he cannot join the Board we'll ask him if he would like to contribute to a committee and the organization.

2. Recruitment and Outreach
Amanda: Are we still trying to recruit folks of color for the Board?

What are ways we can recruit people of color to join the Board?

Carol suggested we should send letters to local grantee groups that are mostly of color and organize in communities of color.

Ty: There is some potential there. May be able to get folks that are more connected to the community.

Amanda and Robin will find local groups. Amanda will send them letters announcing the recruitment of Board members and Board description.

Should also contact people who have said they might be available to join the Board again. Merble Reagon indicated she might have more time in the fall. We can also contact Wayne O'Neil and Tess Ewing.

Ty will call Tess. Carol will call Merble and Wayne.
Ty: Would be good to send letter to Advisory Board members inviting them to join committees. Hank is drafting a letter to describe the role of the Advisory Bd., could add information about the committees.

3. Board Mental Health

Carol flagged the frustration, lack of excitement she believes Board members are feeling. Not sure how people are feeling given the workload. We should discuss how we could take care of the board. The most logical place to deal with these concerns is through the Board Development Committee, since it is charged with the well being of the Board.

Ty: Has been difficult keeping up. Cannot read all of the proposals. There should be ways to divide the reading. People could read proposals that have to do with their area of expertise. Something needs to be done to reduce the workload.

**Alternative Methods of Looking at Proposals**

Amanda: The allocations committee at Boston Women's Fund used to read every single proposal, but June Lee devised a system of teams. Each team would read a specific set of proposals and report back to the committee. They would give a description and their recommendations regarding funding. It worked pretty well.

Eileen: Haymarket has a system of regional committees that review the proposals from groups in their area.

There are possible models of alleviating stress for members of the Board. Morale seems low. We might want to consider this for the retreat.

The Board approved the Board Development Committee's suggestion that meetings begin with a political discussion. This both builds community and keeps folks educated on topics. Discussion has been regularly tabled because of the workload at meetings.

4. Retreat

**Possible Topics for Discussion**

- We should talk about greater political issues in the world. For example, relating to philanthropy. What does a group working on social change do when nonprofit foundations are being set up on the other side of things to fund their own work?

- Examine political program changes.

- How do we as an organization grapple with organizations that ask for funding, but are groups that are single-issue?

- How have the grantees Resist has funded changed? Take a look back at the grantees in the 90's, 80's, etc.
Executive Committee Minutes
4/26/01

Present: Robin Carton, Kate Cloud, June Lee, Jorge Rogachevsky

1. Staffing Needs

This was the charge from the April Board meeting for the Executive Committee:

1. Looking at the By-laws with a report back in August

2. Creating an ad hoc long range planning committee with a report back in August.

3. Working out a budgetary schedule in conjunction with staff to meet the immediate staffing needs of the organization through FY 2001. Issues include:

   - The immediate fundraising needs for a prospect mailing that is partially completed and a future mailing that is already in process

   - A need for a big picture consultant to look at donor acquisition issues (higher rate)

   - Need for day to day work like data entry

I. Staffing Needs

a. Amanda’s Schedule

   For the summer (approximately 16 weeks), Amanda is interested in working full time hours. The staff proposed that Amanda take on additional defined tasks for that period, including: data entry in Paradigm, data entry in Grant-o-Matic, guest editing a fall issue of the Newsletter and providing basic updates and hot links to the web site. The one staff concern was that Amanda not take on larger on-going projects which she would be unable to maintain when she returned to half time status in the fall.

   The Committee looked at budget projections for the cost increase of Amanda’s salary (approximately $5,154) as opposed to the cost savings arising from Jacquie’s departure (approximately $11,919). Amanda’s increase to full-time status for the summer would be covered by the cost savings from Jacquie’s position.

   The Executive Committee approved Amanda’s full time status for approximately 16 weeks.

   The Committee suggested there needed to be a balance between long range planning for staff and short term staffing needs.
b. Fundraising Consultants

There are five fundraising mailings that will need to go out by the end of the year - including one nearly completed. Three are mailings to current donors and two are prospecting mailings. There may be a need to develop a new brochure for the prospecting mailings as part of the mailing package.

The staff are empowered to hire a consultant to complete the next two fundraising mailings, with the understanding that the ability to hire for the completion of all fundraising mailing tasks will be contingent upon full Board approval at the June meeting.

II. By Laws

There was general agreement that the current By-Laws do not create any particular legal problems for the organization. There was general agreement that it would be productive to re-write the By-laws so that they were more understandable and user-friendly.

It was unclear if a By-Law review process would merely re-structure and re-organize the current document (with some additions); or if the process would be part of a long range analysis of organizational structure.

The Committee agreed that it was not necessary to undertake the review process immediately and tabled the issue for the time being. Members agreed to review the By-Laws for a future meeting.

III. Long Range Planning

The Committee decided to meet in order to provide some shape to the task of the newly forming ad hoc Long Range Planning Committee. To this end, the Committee decided to meet on June 1st from 4:30 - 6:30.

The tasks for that meeting will include discussions of:

- decisions made by the restructuring Committee
- personnel issues (e.g. job tasks, supervision, staffing plans)
- fundraising goals for the future
- grantmaking goals for the future
- how fundraising and grantmaking goals will impact job duties in the future
- creating a charge for the Long Range Planning Committee
### Current Job Responsibilities

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<td><strong>Fundraising</strong></td>
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<td>Data Entry</td>
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<td>Intern Outreach/Supervision</td>
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* indicates shared responsibilities
### Payroll/Benefit Savings

<table>
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<tr>
<th>Amanda Matos-Gonzalez</th>
<th>Gross</th>
<th>FICA</th>
<th>FICA</th>
<th>FWH</th>
<th>SWH</th>
<th>403(b)</th>
<th>Net Pay</th>
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<tr>
<td></td>
<td></td>
<td>6.2%</td>
<td>1.45%</td>
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<td>$77.00</td>
<td>$29.27</td>
<td>$25.77</td>
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| 16 weeks at FTE       | $10,308.80| $639.20| $149.44| $1,232.00| $468.32| $412.32| $7,407.52 |
| 16 weeks at Half time | $5,154.40| $319.52| $74.72 | $480.00| $187.52| $206.24| $3,886.40 |
| Additional cost       | $5,154.40| $319.68| $74.72 | $752.00| $280.80| $206.08| $3,521.12 |

| Jacquie Bishop        |        |        |        |       |       |        |         |
| Full time Equivalent  | $744.98| $46.19 | $10.80 | $105.00| $35.22| $29.80 | $517.97 |
| 16 weeks at FTE       | $11,919.68| $739.04| $172.80| $1,680.00| $563.52| $476.80| $8,287.52 |

| Savings of JLB Salary | $11,919.68| $739.04| $172.80| $1,680.00| $563.52| $476.80| $8,287.52 |
| Additional Cost for FTE AMG | $5,154.40| $319.68| $74.72 | $752.00| $280.80| $206.08| $3,521.12 |
| Overall Salary Savings for 16 Weeks | $6,765.28| $419.36| $98.08 | $928.00| $282.72| $270.72| $4,766.40 |

| Jacquie Bishop Benefit Savings |        |        |        |       |       |        |         |
| Health                        | $242.98| $971.92| $32.13| $128.52| $29.80| $270.72| $1,371.16 |
| Dental                        | $32.13 | $128.52| $29.80| $270.72|        |        |          |
| TIAA-CREF Employer Match      | $29.80 | $270.72|        |        |        |        |          |
| Benefit Savings for 4 and 16 Weeks | $304.91| $1,371.16|        |        |        |        |          |

| Total Salary and Benefit Savings: 16 weeks | $8,136.44 |

| Jacquie Bishop Salary/Benefit Savings |        |        |        |       |       |       |         |
| Salary: 36 weeks                    | $26,819.28| $1,662.84| $388.80| $3,780.00| $1,267.92| $1,072.80| $18,646.92 |
| Health: 8 months                    | $1,943.84|        |        |        |        |        |          |
| Dental: 8 months                    | $257.04 |        |        |        |        |        |          |
| TIAA-CREF Employer Match: 36 weeks  | $1,072.80|        |        |        |        |        |          |
| Total                              | $30,092.96 |        |        |        |        |        |          |
Executive Committee
Minutes
6/1/01

Present: Robin Carton, Kate Cloud, June Lee, and Jorge Rogachevsky

1. By-Laws

As noted previously, there is no urgency to amend the by-Laws. Robin will make a first cut at incorporating decisions made since October 2000 into a new version of the By-laws. The Executive Committee will review the draft in August.

2. Personnel Issues

a. Short Term Staffing Needs

Proposal: Resist should hire a fund-raising consultant through the end of FY01 to address: implementation of the credit card program and electronic fund transfers, a subscription drive for the Newsletter, two fundraising mailings (prospecting or house appeals) and certain aspects of the pledge program. Resist should authorize expenditures of up to $25,000 (equivalent to the savings on Jacquie Bishop’s salary and benefits) in order to address these needs. Such expenditures shall be reduced accordingly in the event that a consultant does not perform all the tasks itemized.

Proposal: The Board should authorize the Executive Committee to continue to address Resist’s ad hoc staffing needs for the period of January through June 2002. The Executive Committee will re-visit the short term staffing needs in October 2001 and prepare a budget for the Board’s approval by the February 2002 Board meeting.

b. Long Term Staffing Needs

Proposal: The Long Range Planning Committee should determine a process for determining Resist’s staffing needs in light of the organization’s financial goals, political priorities and organizational structure. A recommendation on a staffing plan should be provided to the Board by the June 2002 meeting.

c. Evaluations

Proposal: For September’s evaluations, staff should engage in a peer supervision process - including submission of peer evaluation forms to the Board. The Board should designate a member (or members) who will act as a liaison(s) to the staff. Staff members will meet with the Board representative to “touch base” on current issues and to seek input/advice. The Board liaison may be a member of the reconstituted Personnel Committee or another volunteer. September’s staff raises should not be tied to the evaluation process.
d. Personnel Committee

The Executive Committee suggests that the Board accept the Restructuring Committee’s proposal to reform the Personnel Committee with all of its prior charges except for supervision and evaluation. The process of supervision and evaluation would be addressed through the long range planning process.

3. Long Range Planning

The Executive Committee discussed the role of the Long Range Planning Committee and came up with these suggestions:

The LRPC should create a framework for Resist to look at organizational goals and a process to turn those goals into specific actions (e.g. out of a plan for setting Resist’s financial goals action steps might include developing a credit card plan and analyzing resulting personnel needs). In this way, Board members would avoid making decisions in a piece meal fashion.

The Executive Committee identified three main areas for discussion:

a. Financial goals
- level of desired organizational growth/building of capacity

b. Political Priorities
- review of current grantmaking
- analysis of future organizational directions
- examination of roles Resist plays (e.g. funder, educator)

c. Organizational Issues
- personnel structure
  - what personnel are needed to carry out organizational mission and goals
  - what qualifications and hiring goals might need to be set
  - how will evaluation/supervision of staff be managed
- Board structure
  - grantmaking process
- organizational resources (Newsletter, Finding funding, web site)

Discussions might include an analysis of where Resist currently stands on issues in order to frame the discussion for future decisions. The LRPC should develop a plan for how and when discussions will be held; and a process and time line for resolution of individual steps.

The Executive Committee suggests that a series of recommendations be proposed at the June 2002 meeting.

Current members of the Long Range Planning Committee are Hank Rosemont, Carol Schachet and Kay Mathew. Marc Miller may be able to join this Committee.
4. Retreat

After reviewing the Minutes of the Board Development Committee, the Executive Committee suggests that the agenda might look as follows:

1. Political discussion
2. Historical Overview of Resist's Grantmaking
   - in part as it reflects changes in political thinking/analysis
3. Brainstorming Session
   - organizational goals
   - issues/concerns
   - future directions

The Executive Committee suggests that the Retreat Committee maintain responsibility for the logistics and the overall agenda of the Retreat. The Long Range Planning Committee might take responsibility for the brainstorming session, given that it will feed into its charge for the coming year.
Restructuring Committee - Minutes
5/21/01

Present: June Lee, Kay Mathew, Hank Rosemont, Robin Carton

The Committee reviewed the six responses to the questionnaire on the function and form of the Personnel Committee which was sent out by June Lee.

There seemed to be a split in perspective between the staff and non-staff Board members on the role of the Board in evaluation and supervision. There were places where all Board members were in agreement.

Areas of Agreement regarding the Personnel Committee responsibilities:
- Personnel policies, mentoring, liaison between staff and board, facilitator of grievances, oversight of orientation and training of new staff.

Questions raised:
- Is the role of the Personnel Committee mostly supervisory, evaluative or other?
- Is there a conflict between supporting staff members and evaluation?
- Where should grievances be handled? - the Personnel Committee, the Executive Committee, a specially constituted committee just for grievance purposes?

Hank felt firmly that both staff and non-staff members of the Board needed to participate in the evaluation process. He also felt that Resist needed to adhere to its non-hierarchical philosophy. He was adamantly opposed to creating a staff manager or a director position. Reminded members that Resist was not trying to imitate traditional workplaces.

Suggestion: Look at how Resist is trying to be different from other workplaces.

- In the ordinary course there is a supervisor/director with oversight of job/work plans. A Personnel Committee looks at forms, policies and grievances.

- Resist needs to achieve the same tasks - but how to re-allocate them.

- the Personnel Committee could be the facilitator of evaluations, but not the lead

- the Evaluation forms need to be changed

- staff should be encouraged to develop supervisory skills

- a member of the Personnel Committee should be a “buddy” to new staff members

Recommendation: Resist should -

1) Reaffirm its non-hierarchical structure
   - Resist should contact other organizations which use a peer supervision model to discuss their process and how it could be adapted.

2) Allow the Personnel Committee to retain all prior charges except for the process of evaluation and supervision which still needs to be decided

3) The role of the Personnel Committee should be part of a broader series of discussions held by the Board in considering the organizational growth and development of Resist.
   - The issue of supervision/evaluation should be looked at by the Long Range Planning Committee
Personnel Committee Role
Summary of 6 Survey Responses

What pieces of the Personnel Committee's roles are essential to keep? And for those duties that you think should not be housed with the Personnel Committee, which entity in the organization should deal with it?

The general consensus is that the Personnel Committee should maintain a mentorship role, act as a liaison between Board and Staff, facilitate a grievance process, and oversee the orientation and training components for new staff.

The split is on the role that the Personnel Committee should have, if any, in the supervision and evaluation of staff. From non-staff Board members' perspective there is a push for staff ownership of the supervision and evaluation process. There are varying degrees of this perspective: one end of the spectrum being the Committee should oversee a staff-run process to the other end being that the Committee should not be involved in management activities such as these. The most consist suggestion being some sort of office manager role within the staff. The perspective of staff-Board members is very different in that the suggestions maintain that Committee should assist in the evaluation/supervision process.

What were the negative portions of the evaluation process? What were the positive portions? (This is primarily addressed to staff and former Personnel Committee members).

Negatives: It was a difficult process all around. It was difficult to share and obtain clear and complete peer evaluations. The confidentiality of some statements was unhelpful and the process for peer evaluation seems unstructured, unclear or at least uneven. Factors that contributed to that include the fact that not all staff has equal knowledge of every other staff members work – some work more closely with others; the weight of peer evaluation is tremendous and the potential affect on a colleague is tremendous; many confidential conversations with the Committee gave much information but inhibited follow-up, increased suspicion.

The change in the tone of the evaluation and in the process was striking for continuing staff. The interpersonal dynamics among staff and between staff-board are factors that weighed in. And concrete examples and steps for follow-up for negative examples were hard to get to in both peer and non-peer portions of the evaluations.

Positives: The overall sentiment is that whatever happens next will determine the positive aspects. The opportunity to reflect was mentioned most frequently.

What is your preference for an evaluation process? What is the role of the Personnel Committee or the staff in this? What model of staff supervision would you suggest for the organization as it grows? (There have been various models suggested at different Board meetings)

Although these questions initially split the topics of evaluation and supervision the responses indicate the need and desire to keep the two linked. The responses echoed that of the first question. The split from non-staff Board members and staff Board members is evident in that the latter indicates a preference for some Committee involvement in both evaluation and supervision while the former indicates a preference for more staff autonomy and perhaps a specific staff role that takes on these duties.
The difference is not too wide with the exception of the office manager (or whatever title) that is being suggested. There is a sense on most responses that the peer evaluation needs to happen and be prominent but revision needs to happen with the form, the purpose and the training of staff to use the tool in a clear and helpful manner.

How would you suggest Resist go about making this decision?

Consensus is on bringing this to a larger discussion based for further discussion after a committee has done some investigation such as looking at other organizations and their models and to bring specific recommendations for reaction. The discussion could be part of the retreat if this is viewed as an organizational growth, strategy or major change. Almost all the surveys suggested that this be incorporated as an overall restructuring or strategic plan (whatever language is preferred).

Other ideas/suggestions:

Hiring: decision about how we are hiring – qualified candidate or someone to train; what other issues is this tied to organizationally;

New/Current staff: separating the evaluation of continuing staff and new staff therefore using different forms with a different perspective and goal based on status as continuing staff or new staff.

Some statements suggest that there is a need to clarify organizational expectations, specific job descriptions and work plans and how these entities factor in to supervision and evaluation of staff performance.
To: June Lee, Kay Mathew and Marc Miller  
From: Robin Carton  
Re: Grant Committee Meeting  
Date: May 7, 2001

The Grant Committee meeting date will be May 17th at 1:30. Those who can come to the office - great! Those who can’t we can put on speaker phone.

Agenda

1. Weed out grants for June Board meeting  
   - Amanda, Daphne and I have identified 21 grants we think could be weeded out from a total of 56.

2. Review of Application

   I will include grant application samples under a separate cover.
Grant Committee
Screening List
May 17, 2001

1. Books Through Bars
4722 Baltimore Avenue, Philadelphia, PA 19143  Jill Benowitz  215/748-8476
Funding for a calendar of artwork from prisoners.
Decision:  Leave In _____  No _____  Undecided _____
Comments:

2. Care Coordination Team
1062 N. Waco, Wichita, KS 67203  Cody Patton  316/263-2214
Funding for newsletter for AIDS service organization.
Decision:  Leave In _____  No _____  Undecided _____
Comments:

3. Citizens Against Pollution and Industrial Tyranny (C.A.P.I.T.)
P.O. Box 474, Owego, NY 13827  Jack Cook  607/687-5923
Funding to produce a pamphlet entitled *Sacred Sites and the Politics of Pollution: Tioga County at the Turn of the Century*.
Decision:  Leave In _____  No _____  Undecided _____
Comments:

4. CURE - Michigan
P.O. Box 2736, Kalamazoo, MI 49003-2736  Kay Perry  616/383-0028
Funding for the *For Whom the Bells Toll* campaign at attempt to actively engage religious communities in the movement to stop the death penalty.
Decision:  Leave In _____  No _____  Undecided _____
Comments:

5. Friends and Family Who Care
14 Preston Terrace, #14, Waterbury, CT 06705  Judith Walters  203/759-7120
Funding for general support for group which seeks to protest the transfer of local inmates out of state and the use of supermax prisons.
Decision:  Leave In _____  No _____  Undecided _____
Comments:
6. Idaho Working Group for Fair Elections
P.O. Box 171, Boise, ID 83701  Selina Carver  208/385-0260
General support for organization which seeks to build understanding of the need for reform and public for a voluntary public financing system.

Decision:  Leave In ____  No ____  Undecided ____
Comments:                                            

7. Intercollegiate Taiwanese American Student Association
1327 Wilmot Street, #4, Ann Arbor, MI 48104  Deborah Chen  734/769-4508
Funding for Obey your Pride which brings together Taiwanese students for social, career and cultural events.

Decision:  Leave In ____  No ____  Undecided ____
Comments:                                            

8. Left Over
1678 Shattuck Avenue, #44, Berkeley, CA 94709  Colin Asher  510/663-7669
Funding for general support for individuals who hope to form a serious and dedicated revolutionary organization which will undertake political study of a range of issues.

Decision:  Leave In ____  No ____  Undecided ____
Comments:                                            

9. Networks Productions
P.O. Box 9509, Santa Fe, NM 87504  Shannyn Sollitt  505/989-4482
Funding to sponsor Peace Day, part of the Cranes for Peace project in which children show how they can make a difference with regard to world peace.

Decision:  Leave In ____  No ____  Undecided ____
Comments:                                            

10. Northampton Committee to Lift the Sanctions on Iraq
40 Valley Street, Northampton, MA 01060  Claudia Lefko  413/584-0068
Funding for the installation of A Friendly Bond, A Joyful Connection; a child to child art exchange between children in the Pioneer Valley of Massachusetts and children in Iraq.

Decision:  Leave In ____  No ____  Undecided ____
Comments:                                            

11. NYC Ya Basta! Collective, part of the Yellow and White Overalls $2,000
385 Atlantic Avenue, #3, Brooklyn, NY 11217 Tyler Huff 917/701-4444
Funding for organizational outreach at various protests detailing the politics of the tactic of "tute bianche" and for the purchase chemically resistive yellow and white overalls

Decision: Leave In _____ No _____ Undecided _____
Comments:

12. Pan Left Productions $2,000
631 S. 6th Avenue, Tucson, AZ 85701 Jeff Imig 520/792-9171
Funding for a Project and Distribution Coordinator for independent media production group.

Decision: Leave In _____ No _____ Undecided _____
Comments:

13. Rocky Mountain Media Watch $2,500
1036 blake Street, #100A, Denver, CO 80202 Shannon Service 303/298-1426
Funding to analyze, expose and challenge Channel One News, a corporate-sponsored program that airs ion over 40% of America's public schools.

Decision: Leave In _____ No _____ Undecided _____
Comments:

14. Support Coalition International $2,000
454 Willamette Street, #216, Eugene, OR 97440 David Oaks 541/354-9106
Funding to organize international actions to resist the globalization of coerced and forced psychiatric drugging

Decision: Leave In _____ No _____ Undecided _____
Comments:

15. Twin Cities Green Guide $2,000
314 Clifton Avenue, #50, Minneapolis, MN 55403 Ellen Cleary 612/871-2713
Funding to print the Twin Cities Green Guide, an educational and consumer guide which promotes environmentally responsible practices.

Decision: Leave In _____ No _____ Undecided _____
Comments:
16. Syracuse Community Radio Project  $3,000
826 Euclid Avenue, Syracuse, NY 13210  Mary Stanley  315/234-1999
Funding to purchase equipment to expand the signal of radio station providing culturally diverse and politically progressive programming.

Decision: Leave In _____  No _____  Undecided _____
Comments: 

17. Urban Wilds Foundation  $2,000
1014 Castro Street, #2, San Francisco, CA 94607  Clea Woelfe-Erskine  510/343-2139 x2662
Funding to publish a resource guide for people who are using public gardens to strengthen their communities.

Decision: Leave In _____  No _____  Undecided _____
Comments: 

18. US Campaign to Abolish Nuclear Weapons  $3,000
1504 Franklin Street, #202, Oakland, CA 94612  Inga Olson  510/839-5877
Funding to support diverse participation in the annual meeting and coordinating committee of the US Campaign to Abolish Nuclear Weapons, part of the Abolition 2000 Global network to Eliminate Nuclear Weapons.

Decision: Leave In _____  No _____  Undecided _____
Comments: 

19. What's Up Magazine  $3,000
23 Dartmouth Street, Boston, MA 02116  Aaron Goldstein  617/267-1575
Funding for general support for street magazine which seeks to build awareness of contemporary social and cultural issues.

Decision: Leave In _____  No _____  Undecided _____
Comments: 

20. Women's Alliance  $3,000
46 Pratt Street, Framingham, MA 01702  Vicki Woodard  508/872-8714
Funding for newsletter entitled Our Sisters in which women and children write about issues including poverty, abuse, homelessness and disability.

Decision: Leave In _____  No _____  Undecided _____
Comments: 
21. Women's Community Education Project
3734 SE Hawthorne Blvd., Portland, OR 97214  Catherine Sameh  503/232-6003
Funding for the Organization of the Month Program by local feminist bookstore.

Decision: Leave In _____  No _____  Undecided _____
Comments:
Minutes
Grant Committee
5/17/01

Present: Robin Carton, June Lee, and Marc Miller

1. Weed out grants for April Board meeting

2. 501(c)3 and 501(c)4 Funding

Some organizations have two separate arms - a 501(c)3 arm which does its non-profit, tax-exempt work and a 501(c)4 which engages in lobbying. Technically, Resist is restricted to funding 501(c)3 activities - except on a limited basis when certain grassroots or direct lobbying is permissible.

The issue arises when an organization has both a (c)3 and a (c)4 - and the combined budget exceeds $125,000. The Board has at times treated such organizations either as one entity - and screened them out; or has considered the two arms to be separate entities.

In order to clarify this issue, the Grant Committee proposes the following:

When an organization has both a 501(c)3 and 501(c)4 arm, Resist will consider funding the 501(c)3 activities if they are truly separate from the activities of the 501(c)4. Information to consider will include: does each arm raise its own funds independently; are there two separate sets of books kept; does one arm have control over the activities of the other; are there separate staff or board members; are the activities so intertwined that it would be unlikely that either group could operate independently.

3. Review of Application

The Committee reviewed several applications from other progressive foundations. Including:

A Territory Resource
Astraea National Lesbian Action Foundation
Bread and Roses Community Fund
Chicago Resource Center
Haymarket People's Fund
Liberty hill foundation
National Network of Grantmakers Common Grant Application.
Unitarian Universalist Funding Program
Vanguard Public Foundation

On the whole, Resist's application held up well, however, a number of changes were suggested.
The Committee suggested that Resist consider accepting the National Network of Grantmakers Common Grant Application. This application is accepted by over 33 other progressive funders. Organizations submit the same application to different funders, modified by each foundation’s specific requirements. Grant applicants might need to answer a few additional questions (e.g. political perspective) to determine their suitability for Resist funding.

The Committee also suggested that Resist change its focus to general support from project related grants. There has been a pattern of appreciating the overall work of an organization more than some of the projects that have been put forth for consideration. As a result, Resist should say up front that it encourages groups to apply for general support and that the development of new projects is not a requirement for funding.

Changes were suggested to Questions #10 and 11- to provide a better introduction (e.g. using the Political Focus and Perspective section of the Guidelines). To also let applicants know that this is a question about perspective, not necessarily a litmus test.

The Funding Guidelines should have bullets and not numbers - remove the sense that there is a hierarchy of analysis.

There should be a chart that clarifies membership, staff, Board members and volunteers. This would replace Question 11.

Applicants should provide a list of Board members and their organizational affiliations (if appropriate).

The Committee will work on creating a draft of a new application to present to the Board for review.
JUNE 2001
GRANT DECISIONS

Multi Year Grants

Renewal

1. Coalition of Montanans Concerned with Disabilities $3,000
P.O. Box 5679, Missoula, MT 59806 Bob Liston 406/829-9301
Funding for year three of multi-year general support for disability rights organization which works together with other progressive organizations to fight for the rights of marginalized groups.

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

2. Committee on U.S./Latin American Relations (CUSLAR) $3,000
316 Anabel Taylor Hall, Cornell University, Ithaca, NY 14850 Hannah Wittman 607/255-7293
Funding for year two of multi-year general support for organization that examines US military and economic policies in Latin America and the Caribbean.

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

3. Immigrant Workers Resource Center Defer
25 West Street, 2nd Floor, Boston, MA 02111 Juana Hernandez 617/542-3342
Funding for year two of multi-year general support for organization that assists and enables immigrant workers to become leaders and organizers in their workplaces & communities.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments: Deferred to Grants Committee for decision.
Issue comes back to Juana and recent concerns about leadership. The organization is larger than Juana-how is the work being carried out. How to look at this issue? Coalition in Support of Immigrant Organizing has concerns. Question regarding pulling funding without policy. What is the impact of decision to withdraw funding regarding broader immigrant organizations? If folks are backing away from working with them, this should impact our decision.

New

4. Boston Mobilization $1,500
971 Commonwealth Avenue, #20, Boston, MA 02215 Wells Wilkinson 617-782-2313
Funding for multi-year general support funding for the Campaign for the Iraqi People, the Youth Organizing and Empowerment Project and the Peace/Human Rights Organizing/Movement Building campaign.

Decision: Full _____ Partial X No _____ Undecided _____
Comments: ONE YEAR only. Not much involvement of people of color-- even though in process of diversity analysis for years. Not clear if really able to build base. Wells will be leaving. No plan for his replacement in place. Some controversy over remaining staff person's ability to coalition build.
5. **Survivors, Inc.** $3,000
95 Standard Street, Mattapan, MA 02126  Sandra Lyons  617-298-7311  masswelf@aol.com
Funding for multi-year general support grant for group that works to mobilize a welfare rights constituency to work toward more humane social policies.

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<th>Decision:</th>
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Comments:

Africa/Asia/International

6. **Filipino/American Coalition for Environmental Solutions (FACES)** $3,000
110 Maryland Avenue, NE #502, Washington, DC 20002  Christina Leana  202-544-6564
Funding to support a quarterly newsletter focusing on anti-militarism and environmental justice efforts in the Philippines, and around the world.

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<th>Decision:</th>
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Comments:
General support. Send a “yes and” letter.

Community Organizing/Anti-Racism

7. **Alliance for Progressive Action** $3,000
P.O. Box 5294, Pittsburgh, PA, 15206  Linda Wambaugh  412-363-4410
Funding for Organizing for Our Future, a series of activist training programs designed to strengthen and develop leadership skills.

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Comments:
For general support. Problem with the way budget is written: shows a surplus.

8. **The Freire Center for Popular Education** $3,000
P.O. Box 6250, Minneapolis, MN 55406  Lisa Albrecht  612-722-5790  www.freirecenter.org
Funding to purchase computer equipment for organization that does popular education workshops, leadership development and action research for social change.

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<th>Decision:</th>
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<th>No ___</th>
<th>Undecided ___</th>
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Comments:
Where is the movement from education to activism?

9. **Organization for Black Struggle** Defer
P.O. Box 5277, St. Louis, MO 63115  Tumaini Meta  314-367-5959
Funding for the Education, Not Incarceration campaign which looks at issues of police brutality and misconduct while simultaneously developing new youth leadership.

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<th>Decision:</th>
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<th>No ___</th>
<th>Undecided ___</th>
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Comments:
Defer to Grant Committee. Concerns raised about number of people actually in group. Where leadership occurs. How group works with stated coalition partners.
Environmental Justice

10. Boston Earth Action Network
P.O. Box 440337, Somerville, MA 02144 Kim Foster 617-623-2453 www.globalbean.org
Funding for seed money to develop a skills and resource center for progressive environmental activism in Boston.

Decision: Full [ ] Partial [ ] No [x] Undecided [ ]
Comments:
Organization needs more thought. Not clear who is raising the need for this group. Not a lot of local links. Issues regarding involvement of people of color and class: information is poor. Domestic organizing appears to be weak.

11. Center for Environmental Equity $3,000
610 SW Alder, #1021, Portland, OR 97205 Larry Tuttle 503-221-1683 www.nevermined.org
Funding for the Taking AIMS Project which investigates and publicizes the effects of abandoned and inactive mineral mines (AIMS) on health, water quality, community viability and taxpayer liabilities and organizes support for new mining laws.

Decision: Full [x] Partial [ ] No [ ] Undecided [ ]
Comments:
Public policy/advocacy process.

12. Center for Environmental Politics $3,000
101 P.O. Box 9375, Missoula, MT 59807 Dori Gilels 406-543-6154 info@cfep.org
Funding for Montana Political Accountability Project which will seek to hold public officials accountable for their stands on environmental and social justice issues.

Decision: Full [x] Partial [ ] No [ ] Undecided [ ]
Comments:  

13. Citizens Awareness Network - CNY $3,000
140 Basset Street, Syracuse, NY 13210 Tim Judson 315-425-0430 cnycan@nukebusters.org
Funding for general support for organization involved anti-nuclear activism in Central New York, including shutting down the Indian point 2 nuclear reactor and opposing new efforts to re-invigorate New York's nuclear industry.

Decision: Full [x] Partial [ ] No [ ] Undecided [ ]
Comments:  

14. Kingsport Citizens Committee for a Cleaner Environment $3,000
1375 Dewey Avenue, Kingsport, TN, 37664 Rachael Bliss 423-245-8438
Funding to build organizational capacity of local group working in low income and minority communities to oppose industrial pollution and counter resulting environmental health hazards.

Decision: Full [x] Partial [ ] No [ ] Undecided [ ]
Comments: 
Some concerns about development of group. Organizing strategies. Need is great. Take a chance.
15. Silver Valley People's Action Coalition
P.O. Box 362, Kellogg, ID 83837  Barbara Miller  208-784-8891  pacrccco@midlink.com
Funding for organization seeking the clean up of hazardous mine waste in Northern Idaho.

Decision:  Full ____  Partial ____  No ____  Undecided ____
Comments:  References cautious.  Not clear level of collaboration.  Issue is important, but group seems mainstream.

Gay/Lesbian/Bisexual/Transgender

16. United Gays and Lesbians of Wyoming  $3,000
P.O. Box 6837, Cheyenne, WY 82003  John Little  307-778-7645  www.uglw.org
Funding for general support for organization which works to educate and empower lesbian, gay, bisexual and transgendered communities in Wyoming.

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

17. Vermont Coalition for Lesbian & Gay Rights
P.O. Box 1125, Montpelier, VT 05601  Virginia Renfrew  802-496-4333  renfrew@sover.net
Funding to develop a community-based coalition to counter homophobia and racism in local communities and schools.

Decision:  Full ____  Partial ____  No ____  Undecided ____
Comments:  Come back.  No clear information on how work is to be done- especially access to the schools.  How do they have crossover with other organizing groups?  Are they still relevant.

Labor

18. The Labor Page/La Página Laboral  $3,000
c/o Jobs with Justice, 3353 Washington Street, Jamaica Plain, 02130  Toby Church  617-524-8778
Funding for two issues of The Labor Page/La Página Laboral which focuses on efforts workers are making locally, nationally and internationally to build a democratic labor movement.

Decision:  Full ____  Partial ____  No ____  Undecided ____
Comments:  Send a “yes and” letter.  No answers on number 10 re: GLBT rights and reproductive rights.  Just beginning to diversify.  Need answers to how they are grappling with these issues.

19. Walk for Farmworker Justice 2001  $3,000
P.O. Box 10272, Eugene, OR 97440  Verne Cooperrider  541-736-9041  wfjustice@mail.com
Funding to develop and recruit for a week long walk to protest the human rights violations faced by agricultural workers in Oregon.

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

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Media/Culture

20. Pan Left Productions
631 S. 6th Avenue, Tucson, AZ 85701 Jeff Imig 520/792-9171 www.panleft.org
Funding for a Project and Distribution Coordinator for independent media production group.

Decision: Full ______ Partial ______ No ______ Undecided ______
Comments:
Where is the Resist priority? Who determines the need? They appear to come in with a project that involves others -- but who owns it?

Middle East

21. Colorado Campaign for Middle East Peace $3,000
901 W. 14th Avenue, #7, Denver, CO 80204 Mark Schneider 720-956-0700 www.ccmep.org
Funding for organizer working on local group's efforts towards ending US military aggression and embargo against Iraq and on the formation of a National Organizing Network on Iraq.

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

22. Northampton Committee to Lift the Sanctions on Iraq $3,000
40 Valley Street, Northampton, MA 01060 Claudia Lefko 413/584-0068 macevere@massed.net
Funding for a campaign to oppose US sanctions and bombing in Iraq and to counter misinformation about the effects of these policies on the Iraqi people.

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

Peace/Anti-Militarism

23. Nevada Desert Experience $1,000
P.O. Box 46645, Las Vegas, NV, 89114 Sally Light 702-646-4814 nde@igc.org
Funding for general support for group that organizes protests at the Nevada Test Site and educates the public around the dangers nuclear weapons and missile defense issues.

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

24. New Jersey Peace Action Fund
89 Walnut Street, Montclair, NJ 07042 Madelyn Hoffman 973-744-3263 njsane@igc.org
Funding for grassroots organizing against the Star Wars Anti-Missile Defense System and for on-going nuclear disarmament work.

Decision: Full ______ Partial ______ No ______ Undecided ______
Comments:
No positions. No link to people of color groups.
25. The Nuclear Resister
P.O. Box 43383, Tucson, AZ 85733 Jack Cohen-Joppa 520-323-8697
Funding for general support to publish the *Nuclear Resister* which chronicles anti-nuclear/anti-war arrests and provides support for imprisoned activists.

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

26. Peninsula Peace and Justice Center
457 Kingsley Avenue, Palo Alto, CA 94301 Paul George 650-323-2869 www.peacecenter.com
Funding for a six month campaign raise public awareness and motivate people to direct action in order to halt the US's interventionist policies toward Iraq.

Decision: Full _x_ Partial ___ No ____ Undecided ____
Comments:
Move category to Middle East.

Prisoners

27. Criminal Justice Ministries
P.O. Box 4718, Des Moines, IA 50306-4718 Meredith Bruns 515-282-0549 cjmemail@dux.com
Funding for Justice Reform Project seeks to reconcile prisoners and society and pushes for restorative rather than punitive justice.

Decision: Full ____ Partial _x_ No ____ Undecided ____
Comments:
Where is the organizing? More than service?

28. Friends and Family Who Care
14 Preston Terrace, #14, Waterbury, CT 06705 Judith Walters 203/759-7120
Funding for general support for group which seeks to protest the transfer of local inmates out of state and the use of supermax prisons.

Decision: Full _X_ Partial ____ No ____ Undecided ____
Comments:
Small group - people are personally affected. Appears narrowly focused. Send contact list.

29. Graterfriends
541 Swede Street, Norristown, PA 19401 Joan Behr 610-239-7720 gfriends@voicenet.com
Funding to print and distribute a newsletter for and about prisoners, their families, and the criminal justice community in the greater Delaware Valley of Pennsylvania.

Decision: Full ____ Partial ____ No _X_ Undecided ____
Comments:
No organizing.
30. Michigan - CURE  $1,000
P.O. Box 2736, Kalamazoo, MI 49003-2736  Kay Perry 616/383-0028 kayperry@aol.com
Funding for the For Whom the Bells Toll campaign at attempt to actively engage religious communities in the movement to stop the death penalty.

Decision:  Full  X  Partial  No  Undecided
Comments:
Not clear how effective the campaign will be.

Women

31. Appalachian Women's Alliance  $3,000
P.O. Box 688, Floyd, VA, 24091  Meredith Dean 540-745-5345 awa@swva.net
Funding for a Field Organizer to lead alliance of African-American women working on issues of racism and economic justice in the coalfields of southwestern Virginia.

Decision:  Full  X  Partial  No  Undecided
Comments:

32. Nevada Empowered Women's Project  $3,000
1101 Riverside Drive, Reno, NV 89503  Brenda Carrera 775-348-9566 newproject@earthlink.net
Funding for general support for organization of low-income women working for social and economic justice.

Decision:  Full  X  Partial  No  Undecided
Comments:

33. Tewa Women United  $3,000
Route 5, Box 298, Santa Fe, NM 87501  Kathy Sanchez 505/455-3964 tewawu@msn.com
Funding for general support for organization which seeks to unite Northern New Mexican community members around environmental justice and health issues.

Decision:  Full  X  Partial  No  Undecided
Comments:
Send a “yes and” letter. “As you develop a relationship with Resist, you should understand Resist looks at the political perspectives of organizations seriously. You might want to consider how your organization thinks about these particular issues ...”

Youth

34. Houston Committee for Youth and Non-Military Opportunities  $2,500
850 Jaquet Drive, Bellaire, TX 77401  Bob Henschen 713-661-9889
Funding for outreach project in the public schools to educate youth about non-military opportunities and non-violent conflict resolution.

Decision:  Full  X  Partial  No  Undecided
Comments:
35. Youth Force Coalition  $3,000
1357 5th. Street, Oakland, CA 94607  Rory Caygill  510-469-5832
Funding for general support for organization which works to build operational and strategic unity among
diverse youth groups to create a just society.

Decision:  Full  x  Partial  ____  No  ____  Undecided  ____
Comments:
Send a “yes and” letter.

Total Number of Requests  30 regular grants; 5 multi-year grants; emergency grants; 0 loans;
20 not on agenda
Total Amount Requested:  $86,419.96
Total Allocation for Cycle:  $77,000
Total Grants:  $63,000 regular grants; $9,000 multi-year grants*; $0 emergency
grants
Total Loans:  $0
Total Allocated:  $72,000
Total # of Grants Allocated:  24 regular grants; 3 multi-year grants*; 0 emergency grants
Total # of Loans Allocated:  0
Total # of Grants and Loans:  27*

* Immigrant Workers Resource Center renewal is pending Grant Committee investigation.
NOT ON AGENDA

1. Activist Legal Support Network
283 24th Street, Brooklyn, NY, 11232
Contact Person: Marina A. Sartin  Telephone: 347-623-8101
Funding for a conference of legal collective members who support activists on issues of police confrontation and government repression, and for information gathering about police harassment of activists.
Reason: Legal support project.

2. Books Through Bars
4722 Baltimore Avenue, Philadelphia, PA 19143  Jill Benowitz  215/748-8476
Funding for a calendar of artwork from prisoners.
Reason: Should be self-supporting. Not clear how this promotes organizing.

3. Care Coordination Team
1062 N. Waco, Wichita, KS 67203  Cody Patton  316/263-2214
Funding for newsletter for AIDS service organization.
Reason: Social services. Budget is $161,000.

4. Citizens Against Pollution and Industrial Tyranny (C.A.P.I.T.)
P.O. Box 474, Owego, NY 13827  Jack Cook  607/687-5923
Funding to produce a pamphlet entitled Sacred Sites and the Politics of Pollution: Tioga County at the Turn of the Century.
Reason: Confusing answers to #10. Not clear what will happen with grant money. Not clear who is involved in organization.

5. Defenestrator
P.O. Box 30922, Philadelphia, PA 19104
Contact Person: Nicole Meyenberg  Telephone: 215-222-6176
Reason: Not clear where organizing happens - or who actually reads the paper. Hard to read and follow.

6. Idaho Working Group for Fair Elections
P.O. Box 171, Boise, ID 83701  Selina Carver  208/385-0260
General support for organization which seeks to build understanding of the need for reform and public for a voluntary public financing system.
Reason: Not a priority. Has a 501(c)3 and a 501(c)4 - combined budget is over $200,000.

7. Intercollegiate Taiwanese American Student Association
1327 Wilmot Street, #4, Ann Arbor, MI 48104  Deborah Chen  734/769-4508
Funding for Obey your Pride which brings together Taiwanese students for social, career and cultural events.
Reason: Single issue. No social justice perspective

8. Left Over
1678 Shattuck Avenue, #44, Berkeley, CA 94709  Colin Asher  510/663-7669
Funding for general support for individuals who hope to form a serious and dedicated revolutionary organization which will undertake political study of a range of issues.
Reason: No real connections with our groups doing the same work. No plans for how to carry out work.
9. The Message
941 Beacon Street, #4, Boston, MA 02215 Raymond Latif 617-359-8793 mftnm@yahoo.com
Funding to support The Message: a multilevel educational program which consists of the dissemination of knowledge from scholars and social activists to college students, local communities, and schools.
Reason: Not a priority. No plan for organizing. No apparent access to public schools.

10. Networks Productions
P.O. Box 9509, Santa Fe, NM 87504 Shannyn Sollitt 505/989-4482
Funding to sponsor Peace Day, part of the Cranes for Peace project in which children show how they can make a difference with regard to world peace.
Reason: Relatively mainstream. No plan for organizing.

11. NYC Ya Basta! Collective, part of the Yellow and White Overalls
385 Atlantic Avenue, #3, Brooklyn, NY 11217 Tyler Huff 917/701-4444
Funding for organizational outreach at various protests detailing the politics of the tactic of "tute bianche" and for the purchase chemically resistive yellow and white overalls
Reason: No positions on most #10 questions. No real sense of membership. No sense of any planning or campaigns. No clear organizing.

12. Rocky Mountain Media Watch
1036 Blake Street, #100A, Denver, CO 80202 Shannon Service 303/298-1426
Funding to analyze, expose and challenge Channel One News, a corporate-sponsored program that airs on over 40% of America's public schools.

13. Support Coalition International
454 Willamette Street, #216, Eugene, OR 97440 David Oaks 541/354-9106
Funding to organize international actions to resist the globalization of coerced and forced psychiatric drugging
Reason: Not a priority.

14. Twin Cities Green Guide
314 Clifton Avenue, #50, Minneapolis, MN 55403 Ellen Cleary 612/871-2713
Funding to print the Twin Cities Green Guide, an educational and consumer guide which promotes environmentally responsible practices.
Reason: Not a priority.

15. Syracuse Community Radio Project
826 Euclid Avenue, Syracuse, NY 13210 Mary Stanley 315/234-1999
Funding to purchase equipment to expand the signal of radio station providing culturally diverse and politically progressive programming.
Reason: Not a priority. No organizing component. Already funded Syracuse Alternative Media Network for the community building/training aspects of work.

16. Urban Wilds Foundation
1014 Castro Street, #2, San Francisco, CA 94607 Clea Woelfe-Erskine 510/343-2139 x2662
Funding to publish a resource guide for people who are using public gardens to strengthen their communities.
Reason: Not a priority.
17. **US Campaign to Abolish Nuclear Weapons**  
1504 Franklin Street, #202, Oakland, CA  94612  Inga Olson  510/839-5877  
Funding to support diverse participation in the annual meeting and coordinating committee of the US Campaign to Abolish Nuclear Weapons, part of the Abolition 2000 Global Network to Eliminate Nuclear Weapons.  
**Reason:** Travel and food request. Couldn't find them listed in among coalition members of Abolition 2000 - even though they say they are a part. Not clear on organizing strategy. Can't tell who is part of the Campaigns "network plus" coalition.

18. **What's Up Magazine**  
23 Dartmouth Street, Boston, MA  02116  Aaron Goldstein  617/267-1575  
Funding for general support for street magazine which seeks to build awareness of contemporary social and cultural issues.  
**Reason:** Not a priority. No organizing. Talk about people of color and class issues in terms of stories in the magazine. No collaborations.

19. **Women's Alliance**  
46 Pratt Street, Framingham, MA  01702  Vicki Woodard  508/872-8714  
Funding for newsletter entitled *Our Sisters* in which women and children write about issues including poverty, abuse, homelessness and disability.  
**Reason:** #9: No political perspective. Newsletter budget is $20,000. No organizing contacts among references. Newsletter more service oriented. Got $91,500 in foundation support in FY00.

20. **Women's Community Education Project**  
3734 SE Hawthorne Blvd., Portland, OR  97214  Catherine Sameh  503/232-6003  
Funding for the Organization of the Month Program by local feminist bookstore.  
**Reason:** No organizing. Unclear how this will actually facilitate organizing. Shouldn’t need funding to put up information in window.
Executive Committee
Minutes
6/1/01

Present: Robin Carton, Kate Cloud, June Lee, and Jorge Rogachevsky

1. By-Laws

As noted previously, there is no urgency to amend the by-Laws. Robin will make a first cut at incorporating decisions made since October 2000 into a new version of the By-laws. The Executive Committee will review the draft in August.

2. Personnel Issues

a. Short Term Staffing Needs

Proposal: Resist should hire a fund-raising consultant through the end of FY01 to address: implementation of the credit card program and electronic fund transfers, a subscription drive for the Newsletter, two fund-raising mailings (prospecting or house appeals) and certain aspects of the pledge program. Resist should authorize expenditures of up to $25,000 (equivalent to the savings on Jacquie Bishop’s salary and benefits) in order to address these needs. Such expenditures shall be reduced accordingly in the event that a consultant does not perform all the tasks itemized.

Proposal: The Board should authorize the Executive Committee to continue to address Resist’s ad hoc staffing needs for the period of January through June 2001. The Executive Committee will re-visit the short term staffing needs in October 2001 and prepare a budget for the Board’s approval by the February 2002 Board meeting.

b. Long Term Staffing Needs

Proposal: The Long Range Planning Committee should determine a process for determining Resist’s staffing needs in light of the organization’s financial goals, political priorities and organizational structure. A recommendation on a staffing plan should be provided to the Board by the June 2002 meeting.

c. Evaluations

Proposal: For September’s evaluations, staff should engage in a peer supervision process - including submission of peer evaluation forms to the Board. The Board should designate a member (or members) who will act as a liaison(s) to the staff. Staff members will meet with the Board representative to “touch base” on current issues and to seek input/advice. The Board liaison may be a member of the reconstituted Personnel Committee or another volunteer. September’s staff raises should not be tied to the evaluation process.
d. Personnel Committee

The Executive Committee suggests that the Board accept the Restructuring Committee's proposal to reform the Personnel Committee with all of its prior charges except for supervision and evaluation. The process of supervision and evaluation would be addressed through the long range planning process.

3. Long Range Planning

The Executive Committee discussed the role of the Long Range Planning Committee and came up with these suggestions:

The LRPC should create a framework for Resist to look at organizational goals and a process to turn those goals into specific actions (e.g., out of a plan for setting Resist's financial goals action steps might include developing a credit card plan and analyzing resulting personnel needs). In this way, Board members would avoid making decisions in a piece meal fashion.

The Executive Committee identified three main areas for discussion:

a. Financial goals
   - level of desired organizational growth/building of capacity

b. Political Priorities
   - review of current grantmaking
   - analysis of future organizational directions
   - examination of roles Resist plays (e.g., funder, educator)

c. Organizational Issues
   - personnel structure
     - what personnel are needed to carry out organizational mission and goals
     - what qualifications and hiring goals might need to be set
     - how will evaluation/supervision of staff be managed
   - Board structure
     - grantmaking process
   - organizational resources (Newsletter, Finding funding, web site)

Discussions might include an analysis of where Resist currently stands on issues in order to frame the discussion for future decisions. The LRPC should develop a plan for how and when discussions will be held; and a process and time line for resolution of individual steps.

The Executive Committee suggests that a series of recommendations be proposed at the June 2002 meeting.

Current members of the Long Range Planning Committee are Hank Rosemont, Carol Schachet and Kay Mathew. Marc Miller may be able to join this Committee.
4. Retreat

After reviewing the Minutes of the Board Development Committee, the Executive Committee suggests that the agenda might look as follows:

1. Political discussion
2. Historical Overview of Resist’s Grantmaking
   - in part as it reflects changes in political thinking/analysis
3. Brainstorming Session
   - organizational goals
   - issues/concerns
   - future directions

The Executive Committee suggests that the Retreat Committee maintain responsibility for the logistics and the overall agenda of the Retreat. The Long Range Planning Committee might take responsibility for the brainstorming session, given that it will feed into its charge for the coming year.
Dear Board member:

For this meeting, we have 35 requests to consider which means we’ll have $77,000 for grants ($2,200 x 35).

Please remember the Maximum grants will be $3,000; Partial grants will be between $500-3,000; and Emergency grants will be $300.

1. Finance Committee
   Report

2. Board Development Issues
   a. New Board Member Prospects
      Abby Scher, Letta Neely and Andrew Wells

3. Fundraising
   Status of hiring additional help

4. Executive Committee

5. Committee on Restructuring
   a. Advisory Board
      Did draft letter get written to current Advisory Board re: clarification of job description.
   b. Personnel Committee
      Recommendations for change

6. Retreat/Long Range Planning
   Clarify work and membership

7. Political discussion
   Proposal for next meeting

8. Grant Committee
EMERGENCY GRANTS
We gave no Emergency Grants out this cycle.

GRANT REQUESTS
We also received 20 additional requests which are not on the agenda.

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

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

Renewal

1. Coalition of Montanans Concerned with Disabilities $3,000
P.O. Box 5679, Missoula, MT 59806 Bob Liston 406/829-9301
Funding for year three of multi-year general support for disability rights organization which works together with other progressive organizations to fight for the rights of marginalized groups.

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

2. Committee on U.S./Latin American Relations (CUSLAR) $3,000
316 Anabel Taylor Hall, Cornell University, Ithaca, NY 14850 Hannah Wittman 607/255-7293
Funding for year two of multi-year general support for organization that examines US military and economic policies in Latin America and the Caribbean.

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

3. Immigrant Workers Resource Center $3,000
25 West Street, 2nd Floor, Boston, MA 02111 Juana Hernandez 617/542-3342
Funding for year two of multi-year general support for organization that assists and enables immigrant workers to become leaders and organizers in their workplaces & communities.

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

New

4. Boston Mobilization $3,000
971 Commonwealth Avenue, #20, Boston, MA 02215 Wells Wilkinson 617-782-2313
Funding for multi-year general support funding for the Campaign for the Iraqi People, the Youth Organizing and Empowerment Project and the Peace/Human Rights Organizing/Movement Building campaign.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
5. Survivors, Inc. $3,000
95 Standard Street, Mattapan, MA 02126 Sandra Lyons 617-298-7311 masswelf@aol.com
Funding for multi-year general support grant for group that works to mobilize a welfare rights constituency to work toward more humane social policies.
Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Africa/Asia/International

6. Filipino/American Coalition for Environmental Solutions (FACES) $3,000
110 Maryland Avenue, NE #502, Washington, DC 20002 Christina Leano 202-544-6564
Funding to support a quarterly newsletter focusing on anti-militarism and environmental justice efforts in the Philippines, and around the world.
Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Community Organizing/Anti-Racism

7. Alliance for Progressive Action $3,000
P.O. Box 5294, Pittsburgh, PA, 15206 Linda Wambaugh 412-363-4410
Funding for Organizing for Our Future, a series of activist training programs designed to strengthen and develop leadership skills.
Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

8. The Freire Center for Popular Education $1,419.96
P.O. Box 6250, Minneapolis, MN 55406 Lisa Albrecht 612-722-5790 www.freirecenter.org
Funding to purchase computer equipment for organization that does popular education workshops, leadership development and action research for social change.
Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
9. Organization for Black Struggle
$2,000
P.O. Box 5277, St. Louis, MO 63115  Tumaini Meta  314-367-5959
Funding for the Education, Not Incarceration campaign which looks at issues of police brutality and misconduct while simultaneously developing new youth leadership.

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

Environmental Justice

10. Boston Earth Action Network
$2,000
P.O. Box 440337, Somerville, MA 02144  Kim Foster  617-623-2453  www.globalbean.org
Funding for seed money to develop a skills and resource center for progressive environmental activism in Boston.

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

11. Center for Environmental Equity
$1,500
610 SW Alder, #1021, Portland, OR 97205  Larry Tuttle  503-221-1683  www.nevermined.org
Funding for the Taking AIMS Project which investigates and publicizes the effects of abandoned and inactive mineral mines (AIMS) on health, water quality, community viability and taxpayer liabilities and organizes support for new mining laws.

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

12. Center for Environmental Politics
$2,000
101 P.O. Box 9375, Missoula, MT 59807  Dori Gilels  406-543-6154  info@cfep.org
Funding for Montana Political Accountability Project which will seek to hold public officials accountable for their stands on environmental and social justice issues.

Decision: Full _____  Partial _____  No _____  Undecided _____
Comments:
13. Citizens Awareness Network $3,000
140 Basset Street, Syracuse, NY 13210 Tim Judson 315-425-0430 cnycan@nukebusters.org
Funding for general support for organization involved anti-nuclear activism in Central New York, including shutting down the Indian point 2 nuclear reactor and opposing new efforts to re-invigorate New York's nuclear industry.

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

14. Kingsport Citizens Committee for a Cleaner Environment $2,000
1375 Dewey Avenue, Kingsport, TN, 37664 Rachael Bliss 423-245-8438
Funding to build organizational capacity of local group working in low income and minority communities to oppose industrial pollution and counter resulting environmental health hazards.

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

15. Silver Valley People's Action Coalition $2,000
P.O. Box 362, Kellogg, ID 83837 Barbara Miller 208-784-8891 paccrcco@nidlink.com
Funding for organization seeking the clean up of hazardous mine waste in Northern Idaho.

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

Gay/Lesbian/Bisexual/Transgender

16. United Gays and Lesbians of Wyoming $3,000
P.O. Box 6837, Cheyenne, WY 82003 John Little 307-778-7645 www.uglw.org
Funding for general support for organization which works to educate and empower lesbian, gay, bisexual and transgendered communities in Wyoming.

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

17. Vermont Coalition for Lesbian & Gay Rights $2,000
P.O. Box 1125, Montpelier, VT 05601 Virginia Renfrew 802-496-4333 renfrew@sover.net
Funding to develop a community-based coalition to counter homophobia and racism in local communities and schools.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
18. The Labor Page/La Página Laboral $3,000

c/o Jobs with Justice, 3353 Washington Street, Jamaica Plain, 02130 Toby Church 617-524-8778

Funding for two issues of The Labor Page/La Página Laboral which focuses on efforts workers are making locally, nationally and internationally to build a democratic labor movement.

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

19. Walk for Farmworker Justice 2001 $2,000

P.O. Box 10272, Eugene, OR 97440 Verne Cooperider 541-736-9041 wfjustice@mail.com

Funding to develop and recruit for a week long walk to protest the human rights violations faced by agricultural workers in Oregon.

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

20. Pan Left Productions $2,000

631 S. 6th Avenue, Tucson, AZ 85701 Jeff Imig 520/792-9171 www.panleft.org

Funding for a Project and Distribution Coordinator for independent media production group.

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

21. Colorado Campaign for Middle East Peace $2,000

901 W. 14th Avenue, #7, Denver, CO 80204 Mark Schneider 720-956-0700 www.ccmep.org

Funding for organizer working on local group’s efforts towards ending US military aggression and embargo against Iraq and on the formation of a National Organizing Network on Iraq.

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


22. Northampton Committee to Lift the Sanctions on Iraq $3,000
40 Valley Street, Northampton, MA 01060 Claudia Lefko 413/584-0068 macevere@massed.net
Funding for the installation of *A Friendly Bond, A Joyful Connection*; a child to child art exchange between children in the Pioneer Valley of Massachusetts and children in Iraq.

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

Peace/Anti-Militarism

23. Nevada Desert Experience $2,000
P.O. Box 46645, Las Vegas, NV, 89114 Sally Light 702-646-4814 nde@igc.org
Funding for general support for group that organizes protests at the Nevada Test Site and educates the public around the dangers nuclear weapons and missile defense issues.

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

24. New Jersey Peace Action Fund $3,000
89 Walnut Street, Montclair, NJ 07042 Madelyn Hoffman 973-744-3263 njsane@igc.org
Funding for grassroots organizing against the Star Wars Anti-Missile Defense System and for on-going nuclear disarmament work.

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

25. The Nuclear Resister $3,000
P.O. Box 43383, Tucson, AZ 85733 Jack Cohen-Joppa 520-323-8697
Funding for general support to publish the *Nuclear Resister* which chronicles anti-nuclear/anti-war arrests and provides support for imprisoned activists.

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

26. Peninsula Peace and Justice Center $2,000
457 Kingsley Avenue, Palo Alto, CA 94301 Paul George 650-323-2869 www.peacecenter.com
Funding for a six month campaign raise public awareness and motivate people to direct action in order to halt the US's interventionist policies toward Iraq.

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

27. Criminal Justice Ministries $2,000
P.O. Box 4718, Des Moines, IA 50306-4718 Meredith Bruns 515-282-0549 cjmemail@dux.com
Funding for Justice Reform Project seeks to reconcile prisoners and society and pushes for restorative rather than punitive justice.

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

28. Friends and Family Who Care $3,000
14 Preston Terrace, #14, Waterbury, CT 06705 Judith Walters 203/759-7120
Funding for general support for group which seeks to protest the transfer of local inmates out of state and the use of supermax prisons.

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

29. Graterfriends $2,000
541 Swede Street, Norristown, PA 19401 Joan Behr 610-239-7720 gfriends@voicenet.com
Funding to print and distribute a newsletter for and about prisoners, their families, and the criminal justice community in the greater Delaware Valley of Pennsylvania.

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

30. Michigan- CURE $2,000
P.O. Box 2736, Kalamazoo, MI 49003-2736 Kay Perry 616/383-0028 kayperry@aol.com
Funding for the For Whom the Bells Toll campaign at attempt to actively engage religious communities in the movement to stop the death penalty.

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

31. Appalachian Women's Alliance $3,000
P.O. Box 688, Floyd, VA, 24091 Meredith Dean 540-745-5345 awa@swva.net
Funding for a Field Organizer to lead alliance of African-American women working on issues of racism and economic justice in the coalfields of southwestern Virginia.

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

32. Nevada Empowered Women's Project $2,000
1101 Riverside Drive, Reno, NV 89503 Brenda Carrera 775-348-9566 newproject@earthlink.net
Funding for general support for organization of low-income women working for social and economic justice.

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

33. Tewa Women United $2,000
Route 5, Box 298, Santa Fe, NM 87501 Kathy Sanchez 505/455-3964 tewawu@msn.com
Funding for the Fifth Annual Gathering for Mother Earth to unite Northern New Mexican community members around environmental justice and health issues.

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

Youth

34. Houston Committee for Youth and Non-Military Opportunities $2,500
850 Jaquet Drive, Bellaire, TX 77401 Bob Henschen 713-661-9889
Funding for outreach project in the public schools to educate youth about non-military opportunities and non-violent conflict resolution.

Decision: Full ___ Partial ___ No ___ Undecided ___
Comments:
35. Youth Force Coalition
1357 5th. Street, Oakland, CA 94607    Rory Caygill    510-469-5832
Funding for general support for organization which works to build operational and strategic unity among diverse youth groups to create a just society.

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

Total Number of Requests: 30 regular grants; 5 multi-year grants; emergency grants; loans; 20 not on agenda
Total Amount Requested: $86,419.96
Total Allocation for Cycle: $77,000
Total Grants: $ regular grants; $ multi-year grants; $ emergency grants
Total Loans: $0
Total Allocated: $
Total # of Grants Allocated: regular grants; multi-year grants; emergency grants

Total # of Loans Allocated: 0
Total # of Grants and Loans: 

NOT ON AGENDA

1. Activist Legal Support Network
   283 24th Street, Brooklyn, NY, 11232
   Contact Person: Marina A. Sartin Telephone: 347-623-8101
   Funding for a conference of legal collective members who support activists on issues of police confrontation and government repression, and for information gathering about police harassment of activists.
   Reason: Legal support project.

2. Books Through Bars
   4722 Baltimore Avenue, Philadelphia, PA 19143 Jill Benowitz 215/748-8476
   Funding for a calendar of artwork from prisoners.
   Reason: Should be self-supporting. Not clear how this promotes organizing.

3. Care Coordination Team
   1062 N. Waco, Wichita, KS 67203 Cody Patton 316/263-2214
   Funding for newsletter for AIDS service organization.
   Reason: Social services. Budget is $161,000.

4. Citizens Against Pollution and Industrial Tyranny (C.A.P.I.T.)
   P.O. Box 474, Owego, NY 13827 Jack Cook 607/687-5923
   Funding to produce a pamphlet entitled Sacred Sites and the Politics of Pollution: Tioga County at the Turn of the Century.
   Reason: Confusing answers to #10. Not clear what will happen with grant money. Not clear who is involved in organization.

5. Defenestrator
   P.O. Box 30922, Philadelphia, PA 19104
   Contact Person: Nicole Meyenberg Telephone: 215-222-6176
   Reason: Not clear where organizing happens - or who actually reads the paper. Hard to read and follow.

6. Idaho Working Group for Fair Elections
   P.O. Box 171, Boise, ID 83701 Selina Carver 208/385-0260
   General support for organization which seeks to build understanding of the need for reform and public for a voluntary public financing system.
   Reason: Not a priority. Has a 501(c)3 and a 501(c)4 - combined budget is over $200,000.

7. Intercollegiate Taiwanese American Student Association
   1327 Wilmot Street, #4, Ann Arbor, MI 48104 Deborah Chen 734/769-4508
   Funding for Obey your Pride which brings together Taiwanese students for social, career and cultural events.
   Reason: Single issue. No social justice perspective

8. Left Over
   1678 Shattuck Avenue, #44, Berkeley, CA 94709 Colin Asher 510/663-7669
   Funding for general support for individuals who hope to form a serious and dedicated revolutionary organization which will undertake political study of a range of issues.
   Reason: No real connections with our groups doing the same work. No plans for how to carry out work.
9. The Message
941 Beacon Street, #4, Boston, MA 02215 Raymond Latif 617-359-8793 mftnm@yahoo.com
Funding to support The Message: a multilevel educational program which consists of the dissemination of knowledge from scholars and social activists to college students, local communities, and schools.
Reason: Not a priority. No plan for organizing. No apparent access to public schools.

10. Networks Productions
P.O. Box 9509, Santa Fe, NM 87504 Shannyn Solltt 505/989-4482
Funding to sponsor Peace Day, part of the Cranes for Peace project in which children show how they can make a difference with regard to world peace.
Reason: Relatively mainstream. No plan for organizing.

11. NYC Ya Basta! Collective, part of the Yellow and White Overalls
385 Atlantic Avenue, #3, Brooklyn, NY 11217 Tyler Huff 917/701-4444
Funding for organizational outreach at various protests detailing the politics of the tactic of "tute bianche" and for the purchase chemically resistive yellow and white overalls
Reason: No positions on most #10 questions. No real sense of membership. No sense of any planning or campaigns. No clear organizing.

12. Rocky Mountain Media Watch
1036 Blake Street, #100A, Denver, CO 80202 Shannon Service 303/298-1426
Funding to analyze, expose and challenge Channel One News, a corporate-sponsored program that airs ion over 40% of America's public schools.

13. Support Coalition International
454 Willamette Street, #216, Eugene, OR 97440 David Oaks 541/354-9106
Funding to organize international actions to resist the globalization of coerced and forced psychiatric drugging
Reason: Not a priority.

14. Twin Cities Green Guide
314 Clifton Avenue, #50, Minneapolis, MN 55403 Ellen Cleary 612/871-2713
Funding to print the Twin Cities Green Guide, an educational and consumer guide which promotes environmentally responsible practices.
Reason: Not a priority.

15. Syracuse Community Radio Project
826 Euclid Avenue, Syracuse, NY 13210 Mary Stanley 315/234-1999
Funding to purchase equipment to expand the signal of radio station providing culturally diverse and politically progressive programming.
Reason: Not a priority. No organizing component. Already funded Syracuse Alternative Media Network for the community building/training aspects of work.

16. Urban Wilds Foundation
1014 Castro Street, #2, San Francisco, CA 94607 Clea Woelfe-Erskine 510/343-2139 x2662
Funding to publish a resource guide for people who are using public gardens to strengthen their communities.
Reason: Not a priority.
17. US Campaign to Abolish Nuclear Weapons
1504 Franklin Street, #202, Oakland, CA 94612 Inga Olson 510/839-5877
Funding to support diverse participation in the annual meeting and coordinating committee of the US Campaign to Abolish Nuclear Weapons, part of the Abolition 2000 Global Network to Eliminate Nuclear Weapons.
Reason: Travel and food request. Couldn't find them listed in among coalition members of Abolition 2000 - even though they say they are a part. Not clear on organizing strategy. Can't tell who is part of the Campaigns "network plus" coalition.

18. What's Up Magazine
23 Dartmouth Street, Boston, MA 02116 Aaron Goldstein 617/267-1575
Funding for general support for street magazine which seeks to build awareness of contemporary social and cultural issues.
Reason: Not a priority. No organizing. Talk about people of color and class issues in terms of stories in the magazine. No collaborations

19. Women's Alliance
46 Pratt Street, Framingham, MA 01702 Vicki Woodard 508/872-8714
Funding for newsletter entitled Our Sisters in which women and children write about issues including poverty, abuse, homelessness and disability.
Reason: #9: No political perspective. Newsletter budget is $20,000. No organizing contacts among references. Newsletter more service oriented. Got $91,500 in foundation support in FY00.

20. Women's Community Education Project
3734 SE Hawthorne Blvd., Portland, OR 97214 Catherine Sameh 503/232-6003
Funding for the Organization of the Month Program by local feminist bookstore.
Reason: No organizing. Unclear how this will actually facilitate organizing. Shouldn't need funding to put up information in window.
Directions to Carol’s House
139 Albion Street, Somerville
617-628-3455

Carol’s house is located approximately 3/4 mile east of Davis Square in Somerville. Albion Street is two blocks north of Highland Avenue (down the hill) between Cedar and Lowell Streets.

From Harvard Square
Follow Mass Ave through Porter Square and turn right on Beech Street. Go one block and cross Elm Street, bearing slightly to the right onto Willow Avenue (which is essentially the continuation of Beech Street). Wheelworks Bike Shop will be on your right. At the second stop light, turn right on Highland Avenue. Once on Highland, go one stop light and turn left on Cedar Street. Go down the hill two blocks and turn right on Albion Street. My house is ½ way down the block on the lefthand side, a green house with plum doors.
Carol Schachet
139 Albion Street, Somerville, MA 02144
There are two grants that have been deferred to the Committee and need consideration relatively soon.

Immigrant Workers Resource Center
25 West Street, 2nd Floor, Boston, MA 02111 Juana Hernandez 617/542-3342
Funding for year two of multi-year general support for organization that assists and enables immigrant workers to become leaders and organizers in their workplaces & communities.
Decision: Deferred to Grants Committee for decision.
Comments: Issue comes back to Juana and recent concerns about leadership. The organization is larger than Juana- how is the work being carried out. How to look at this issue? Coalition in Support of Immigrant Organizing has concerns. Question regarding pulling funding without policy. What is the impact of decision to withdraw funding regarding broader immigrant organizations? If folks are backing away from working with them, this should impact our decision.

Organization for Black Struggle
P.O. Box 5277, St. Louis, MO 63115 Tumaini Meta 314-367-5959
Funding for the Education, Not Incarceration campaign which looks at issues of police brutality and misconduct while simultaneously developing new youth leadership.
Decision: Defer to Grant Committee.
Comments: Concerns raised about number of people actually in group. Where leadership occurs. How group works with stated coalition partners.

Future issues the Board would like the Committee to consider:
- standards for revoking a multi-year grant;
- application status for a multi-year grantee after completion of the three years

Issues already on the table:
- Review of Application
  - Weeding of August Groups
  - there are 58 grants for the August cycle (excluding multi-years). It would be good to weed as many as possible early in the cycle.

I would like to try for some dates - especially for the deferred grant decisions - sooner rather than later. Is anyone available next week? The 25th, 26th 28th or 29th? If not, it will have to wait until the second week in July since I will be out the week of July 1st.

Please let me know. Hope your summer is going well and that you have access to air conditioning.

Robin
To: June Lee, Kay Mathew and Marc Miller
From: Robin Carton
Re: Grant Committee Meeting
Date: June 28, 2001

The Grant Committee meeting date will be July 13th at 12:00. Those who can come to the office - great! Those who can’t we can put on speaker phone.

Agenda

1. Weed out grants for August Board meeting
   - Amanda, Jean and I have identified 21 grants we think could be weeded out from a total of 58.

2. Organization for Black Struggle and IWRC
   - decision-making around deferral to Grant Committee

3. Changes by two multi-year grantees
   - approval (or denial) of request to modify multi-year funding given changes to the organizational structure of Hard Hat News and Maine Rural Network

Future issues the Board would like the Committee to consider:
   - standards for revoking a multi-year grant;
   - application status for a multi-year grantee after completion of the three years

Issues already on the table:
   - Review of Application and Guidelines

New Grant Information

Here is some additional information about the two grantees in question. I am still trying to get in touch with someone at OBS to talk with them directly about our concerns. I am also trying to contact other folks about IWRC. Hopefully I will have more information by Friday.

Immigrant Workers Resource Center
25 West Street, 2nd Floor, Boston, MA 02111
Contact Person: Juana Hernandez Telephone: 617/542-3342
Catherine Joseph, Boston Women's Fund. 617/725-0035 6/0 The Fund found out that IWRC agreed to go through a mediation process funded by Hyams in order to help resolve the organizational crisis. They are awaiting the outcome of the process before disbursing funds - and are requiring IWRC to comply with all the agreements that arise from the mediation. However, Catherine recently learned that neither Juana nor the Board chair have been willing to come to the table to work on the issues. It is unclear where things stand at this point.
Don't do any direct work with them. Are aware of them. They have a phone line and an answering machine, but not a staffed office. Individual activists who are members are high profile, but don't do their work as part of the organization. They do one big event a year in January where they turn out 200-300 people. Do some forums - particularly on police brutality issues. Not clear what they have on the ground - whether there is any organizing. There is a split in the black community in St. Louis. OBS is on the nationalist side of the split. Coalition of Black Trade Unionists is more traditional left. OBS comes from a Trotskyist perspective. CBTU comes from a CP base. This may seem at odds with prior mention of split, but its how it comes down. CBTU turns out the troops for local actions. Not clear OBS can do this. OBS focuses on issues affecting the Black community. CBTU is involved in broader left work. OBS has nationalist intellectuals and cultural nationalists involved. They are spread thin.
Executive Committee Minutes
6/1/01

Present: Robin Carton, Kate Cloud, June Lee, and Jorge Rogachevsky

1. By-Laws

As noted previously, there is no urgency to amend the by-Laws. Robin will make a first cut at incorporating decisions made since October 2000 into a new version of the By-laws. The Executive Committee will review the draft in August.

2. Personnel Issues

   a. Short Term Staffing Needs

Proposal: Resist should hire a fund-raising consultant through the end of FY01 to address: implementation of the credit card program and electronic fund transfers, a subscription drive for the Newsletter, two fund-raising mailings (prospecting or house appeals) and certain aspects of the pledge program. Resist should authorize expenditures of up to $25,000 (equivalent to the savings on Jacquie Bishop’s salary and benefits) in order to address these needs. Such expenditures shall be reduced accordingly in the event that a consultant does not perform all the tasks itemized.

Proposal: The Board should authorize the Executive Committee to continue to address Resist’s ad hoc staffing needs for the period of January through June 2001. The Executive Committee will re-visit the short term staffing needs in October 2001 and prepare a budget for the Board’s approval by the February 2002 Board meeting.

   b. Long Term Staffing Needs

Proposal: The Long Range Planning Committee should determine a process for determining Resist’s staffing needs in light of the organization’s financial goals, political priorities and organizational structure. A recommendation on a staffing plan should be provided to the Board by the June 2002 meeting.

   c. Evaluations

Proposal: For September’s evaluations, staff should engage in a peer supervision process - including submission of peer evaluation forms to the Board. The Board should designate a member (or members) who will act as a liaison(s) to the staff. Staff members will meet with the Board representative to “touch base” on current issues and to seek input/advice. The Board liaison may be a member of the reconstituted Personnel Committee or another volunteer. September’s staff raises should not be tied to the evaluation process.
d. Personnel Committee

The Executive Committee suggests that the Board accept the Restructuring Committee’s proposal to reform the Personnel Committee with all of its prior charges except for supervision and evaluation. The process of supervision and evaluation would be addressed through the long range planning process.

3. Long Range Planning

The Executive Committee discussed the role of the Long Range Planning Committee and came up with these suggestions:

The LRPC should create a framework for Resist to look at organizational goals and a process to turn those goals into specific actions (e.g. out of a plan for setting Resist’s financial goals action steps might include developing a credit card plan and analyzing resulting personnel needs). In this way, Board members would avoid making decisions in a piece meal fashion.

The Executive Committee identified three main areas for discussion:

a. Financial goals
   - level of desired organizational growth/building of capacity

b. Political Priorities
   - review of current grantmaking
   - analysis of future organizational directions
   - examination of roles Resist plays (e.g. funder, educator)

c. Organizational Issues
   - personnel structure
     - what personnel are needed to carry out organizational mission and goals
     - what qualifications and hiring goals might need to be set
     - how will evaluation/ supervision of staff be managed
   - Board structure
     - grantmaking process
   - organizational resources (Newsletter, Finding funding, web site)

Discussions might include an analysis of where Resist currently stands on issues in order to frame the discussion for future decisions. The LRPC should develop a plan for how and when discussions will be held; and a process and time line for resolution of individual steps.

The Executive Committee suggests that a series of recommendations be proposed at the June 2002 meeting.

Current members of the Long Range Planning Committee are Hank Rosemont, Carol Schachet and Kay Mathew. Marc Miller may be able to join this Committee.
4. Retreat

After reviewing the Minutes of the Board Development Committee, the Executive Committee suggests that the agenda might look as follows:

1. Political discussion
2. Historical Overview of Resist’s Grantmaking
   - in part as it reflects changes in political thinking/analysis
3. Brainstorming Session
   - organizational goals
   - issues/concerns
   - future directions

The Executive Committee suggests that the Retreat Committee maintain responsibility for the logistics and the overall agenda of the Retreat. The Long Range Planning Committee might take responsibility for the brainstorming session, given that it will feed into its charge for the coming year.
Executive Committee
Agenda
6/1/01

1. Staffing
   Amanda’s schedule
   Jean Smith - intern
   Fundraising Consultants

2. By-laws
   Set date for review of By-Laws at a future meeting

3. Long Range Planning Committee
   Current members: Hank, Kay, Carol, Marc
   Discussion for this meeting (per Minutes of 4/26/01):
     Creating a charge for the Long Range Planning Committee about issues including:
     - suggestions made by the Restructuring Committee
       - personnel committee role, evaluations, supervision
     - job tasks, staffing plans
     - suggestions made by the Retreat Committee
     - fundraising goals for the future
     - grantmaking goals for the future
     - how fundraising and grantmaking goals will impact job duties in the future
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* indicates shared responsibilities
## Current Job Responsibilities

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