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Resist Board Meeting, Feb. 3, 2002

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Subject: raise etc

Date: Tue, 22 Jan 2002 14:53:23 -0500

From: "Abby Scher" <ipany@indypress.org>

Organization: IPA

To: "Carol Schachet" <carols@resistinc.org>, "Robin Carton" <robinc@resistinc.org>

CC: "Hank Rosemont" <jrosemont@erols.com>

Hi Carol (and Robin in the future!)

We just checked in and seems fine with the COLA and raise. So please adjust your January pay according to the plan Hank devised.

Also, please give Becca the same \$500 bonus as the two of you.
abby

Subject: raises

Date: Tue, 8 Jan 2002 16:01:09 -0500

From: "Abby Scher" <ipany@indypress.org>

Organization: IPA

To: "Nancy Wechsler" <nanwec@aol.com>, "Hank Rosemont" <jrosemont@erols.com>, "Jorge Rogachevsky" <jrrogachevsky@osprey.smcm.edu>, "Marc Miller" <marcscott@aol.com>, "Kay Mathew" <kaymathew@juno.com>, "June Lee" <june1_98@yahoo.com>, "Ty dePass" <maceito@aol.com>, "Kate Cloud" <kate.cloud@mindspring.com>, "Pam Chamberlain" <pamnicki@ix.netcom.com>, "Robin Carton" <robinc@resistinc.org>, "Eileen Bolinsky" <eileenbo@juno.com>, "Carol Schachet" <carols@resistinc.org>

Dear Resist Board,

Hank and I had a phone conference to discuss Robin, Carol and Becca's possible bonuses and raises. Raises usually happen after the personnel committee does its annual review on the anniversary of their hire, but the Resist board decided to bypass the review this year. But we also agreed that does not mean we have to bypass the raise or bonus.

Robin and Carol have not had a raise since 1999, although they did have a generous bonus last year of \$1000 each.

We looked at the history of staff raises, benefits and bonuses, and thought about both RESIST's fiscal situation and how productive the staff has been in these difficult days. Given that, we recommend:

1. Robin and Carol each receive a 4% raise, effective January 1, 2002, depending on the fiscal health of the organization on 12/31/01. This raises them to \$48,414.03 (full-time). Robin works 4-1/2 days, so her annual salary is \$38,731.01.
 2. Robin and Carol each receive a bonus of \$500, and Becca receive a bonus of \$250, to be paid immediately. Becca is part-time and "temporary," thus the lower bonus.
- Hank and I also discussed devising guidelines for regular raises based on seniority, and keeping an eye on deflation, which might give the staff raises if we just keep their salaries steady (ie their spending power increases because of the deflation of prices). All that is in the future.

We also are coming up with some ideas for a personnel discussion at the February meeting.

Please respond to these recommendations via e-mail directly to us as soon as possible:

Henry Rosemont <jrosemont@erols.com>

Abby Scher <abbyscher@mindspring.com>

a call to **RESIST** illegitimate authority

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

Board of Directors

Eileen Bolinsky
Robin Carton
Pam Chamberlain
Kate Cloud
Ty dePass
Kay Mathew
Marc S. Miller
Jorge Rogachevsky
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Cheryl Smith
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George Vickers
Fran White

* founding members

Long Range Planning Committee Minutes Monday January 14, 2002 9:30am Resist Office

In attendance: Carol, Kay, Marc, Pam, Becca and Hank (via phone)

I. Check-in regarding the LRPC. facilitated discussion at the Dec. Board meeting:

- A. The disagreement was mostly on issues peripheral to Resist's basic mission.
- B. The discussion provided the opportunity to express grounding in a sense of commonality with a plan to move forwards.
 - i. the purpose of the discussion was to arrive at general commonalities while allowing board members to throw out possibly dissenting ideas
- C. Some concern about the validity of the discussion when many board members were absent
 - i. Is the role of the LRPC to ensure turnout at meetings?
- D. The discussion provided a model for future meetings regarding getting full Board engagement (ex. Everyone talks before anyone speaks twice)

II. Mission Statement

- A. Three proposals:
 - i. remove the mission statement from the LRPC's agenda
 - ii. talk about it amongst the committee
 - iii. present an official proposal to the full board

-general consensus was to discuss the mission statement as an unofficial proposal of Resist's niche

- B. Proposal: Add to the February agenda some time to answer comments and questions for board members who were not at the Dec. meeting.
 - i. Propose the mission statement as an initial summary of purpose-synthesized from past discussions.
 - 1. there was acknowledgement that future discussions will influence and change the mission statement

- C. Summary statement of purpose:

RESIST is a national activist foundation that works for economic, social, and environmental justice by funding small grassroots groups directly engaged in organizing. Since 1967, RESIST has challenged illegitimate authority that undermines democratic

principles and has endeavored to connect and inform individual donors and activists in a broad movement for social change.

III. Discussion about the February Board Meeting on Trust and Communication facilitated by the Executive Committee

A. Marc had a concern that 5 minutes is too short for meaningful personal histories. He proposed one board member begin each future board meeting with their personal history rather than at the February meeting.

i. Suggestion to executive committee to narrow questions for this exercise.

B. Underlying assumptions of this agenda- blocks to communication:

i. Lack of total personal trust on the board

ii. Structure blockages to communication

-agenda mostly addresses structural issues.

C. The LRPC's role in processing this discussion:

i. Remind the Executive Committee about outcomes: affirming the process of inclusive discussion

ii. Results: implementation of policy for mechanisms of successful communication

iii. For subsequent discussions the LRPC will talk with the facilitating committee about responsibility for outcomes- it will be the role of the LRPC to tie up loose ends from discussions.

IV. April Meeting- Personnel and staffing issues

A. Hank and Abby will present an outline at the February meeting, Marc will work with them regarding personnel policy

B. The LRPC will synthesize staffing concerns from the retreat for Hank and Abby.

V. June meeting- Programming

A. This will be a broad programmatic discussion about what Resist does and how the programs work rather than addressing programmatic specifics.

i. For Board Members who want to address programming specifics- reiterate that committee meetings are open and ask committee chairs to email the time and places.

ii. If further meetings are necessary- Pam suggested additional casual meetings in perhaps a potluck format.

-The next LRPC will be Monday March 11th 9:30

Minutes
Executive committee
1/7/02

February Board Meeting: Trust and Communication

- some think it is an issue and others don't
- some on both sides want to leave it alone
- issues brought forward since October 2000 retreat

Agenda

- personal history review (60 minutes)
 - get to know what are individual priorities, past experiences, political history
 - what makes Board members want to be part of Resist, what are the challenges
 - 5 minutes per person

- review all communications/forms (20 Minutes)
 - list

- relationship between trust and communication
 - small group exercise (30 minutes)
 - reflect on relationship between trust and communication
 - strengths and weaknesses of communication process
 - full group analysis: (40 minutes)
 - what gets in the way
 - what to do about it
 - how to address it and who is responsible

Executive Committee Members

Need a person to replace June as the At-Large member and to stand in for Robin during her leave (March - May).

| Deadline | Meeting | Cycle Weeks |
|------------------|------------------|--------------------|
| December 7, 2001 | February 3, 2002 | 8 |
| February 1, 2002 | April 7, 2002 | 9 |
| April 5, 2002 | June 2, 2002 | 8 |
| May 31, 2002 | August 11, 2002 | 10 |
| August 9, 2002 | October 6, 2002 | 8 |
| October 4, 2002 | December 8, 2002 | 9 |

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

Board Development Meeting Minutes

Wednesday, January 9, 2002

Board of Directors

Eileen Bolinsky
Robin Carton
Pam Chamberlain
Kate Cloud
Ty dePass
Kay Mathew
Marc S. Miller
Jorge Rogachevsky
Henry Rosemont, Jr.
Carol Schachet
Abby Scher
Nancy Wechsler

Board of Advisors

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

* founding members

Present: Carol, Pam, Eileen, Ty

Notes: Eileen

1. Carol handed out a list of potential board members. These are folks who have been recommended by others or who have expressed interest in joining the board. The following are those who will be contacting from the list to see if they are interested. Names in parentheses are those who will contact the individual:

- Electa Arenal – NYC (Carol)
- Eva Boyce – BWF (Ty)
- Yee Won Chong – recommended by Michelle Domingo
- Yahira DeLeon – NYC (Abby)
- Leah Eckelberger – rec. by M. Domingo (Pam)
- Mariam Habib - NYC (Abby)
- Catherine Joseph – BWF (Carol)
- Meizhu Lui – probably doesn't have time but ask for recommendations (Ty)
- Lynia Murray – rec. by M. Domingo
- Claudine Mussoto – rec. by Cynthia Bargar (Carol)
- Wenda Tai (Pam)
- Gina Wang – BWF (Carol)
- Katherine Yee – suggested by Louis (Pam will call Louis)
- Jennie Yuan – rec. by M. Domingo
- Shurntoli – NYC (Abby)

Note: Carol will ask Abby to make above calls and will also contact Michelle Domingo to get contact information for her recommendations. Calls not assigned can then be divvied out to Eileen and Ty.

Also, others have expressed interest in being on board: Elsa Auerbach, Cynthia Bargar, Gavriel Wolfe. The Board continues its commitment to diversifying and we will try and bring on 2 people of color for every one white person. This is our "2/3" policy. So right now, we are giving preference to people of color before approaching white people, and these three potential candidates fall into the "good candidate; save until later" category.

2. Outreach to groups for board prospects.

- Pam: Kate suggested two forms of new outreach: 1 – to post 9/11 groups, and 2 – to anti-globalization activists.
- Eileen will call Joe Gerson at AFSC for a list of groups/activists. Ty will call Community Change people.

- Outreach letter to former grantees? Not many on list that we want to contact. Ty will talk with Mariama White-Hammond and Nancy Murray of Project Hip-hop; also, Donna Bivens of WTC and Madge Kho. Pam will call Tess Ewing for WILD recommendations. Pam will contact Nakil Aziz – FOIL

3. Hank asked Carol to check on Board attendance. Ty suggests board attendance list be part of board packet.

4. June resigning from Resist board. Carol will do exit interview with June. Ty suggests asking June's thoughts on why Resist has difficulty recruiting/retaining people of color on board.

5. On web – remove names of former staff, board members – Louis, Amanda, Jacquie.

6. Board workload distribution: some suggestions for grant proposals: give people issue areas; divide proposals among board members; Eileen: divide proposals plus read area of interest. Carol will write up proposal, send it around to bd. development committee and then propose it at board meeting.

7. Reminder that we need to recruit a financial person for finance committee.

Board Prospects 1/2002

| Board Candidate | Address/Phone # | Contacted | Info | Sent Packet | Received Resume | Current Status |
|------------------------|--|-------------------------------|--|-------------|-----------------|---------------------------------|
| Electa Arenal | 172 West 79th St. 5G NY, NY 10024 | Corresponded with Carol | | yes | not sure | she was waiting re: NY meetings |
| Ernesto Arroyo-Montano | eroc@revolutionist.com | yes | | yes | no | too busy |
| Elsa Auerbach | 33 Sedgewick, JP | she sent letter in 4/00 | | | | |
| Cynthia Bargar | | Talked with Robin | | Sep-01 | | suggested she join committee |
| Eva Boyce | BWF Board | no | | no | | |
| Yee Won Chong | ychong@ufenet.org | rec. by Michelle Domingo | chinese/malaysian, devel director at UFE | | | |
| Yahira DeLeon | New York | rec. by Abby Scher | | no | | |
| Michele Domingo | New York | Recommended by Wec | | | | moved to NYC for school |
| Leah Eckelberger | leackelberger@targetsite.com | rec. by Michelle Domingo | slice of rice, Haymarket Bd | no | no | |
| Mariam Habib | JFREJ | rec. by Abby Scher | | no | | |
| Frances Jarvis | | Applied for interim job | | | | has not been contacted |
| Catherine Joseph | BWF | Talked with Robin | | sent 5/01 | | |
| Robin Kelly | NYU | rec. by Abby Scher | | no | | |
| Mei Lui | mlui@ufenet.org | rec. by Michelle Domingo | ED at UFE | | | |
| Carolyn Maggid | cmagid@bentley.edu | Recommended by Wec | | no | n | |
| Lynia Murray | kmurray@hotmail.com | rec. by Michelle Domingo | arts and activism, af-am | | | |
| Claudine Mussuto | 617-628-5151 | recommended by Cynthia Bargar | | no | no | not contacted |
| Letta Neely | 617-367-8611 | Talked with Pam | | yes | no | mia |
| MacDonald Scott | New York | rec. by Abby Scher | | no | | |
| Wenda Tai | 617-491-2626 | talked with Robin | | no | no | |
| Gina Wang | BWF | Talked with Robin | | yes | no | |
| Andrew Wells-Dang | WDC | Recommended by Hank | | yes | yes | unable to commit |
| Gavriel Wolfe | Somerville, MA | Applied for interim job | | yes | yes | waiting for Resist |
| Katherine Yee | | Louis suggested | | don't know. | | |
| Jennie Yuan | shifu@mediaone.net | rec. by Michelle Domingo | | no | no | |
| Shumtoli ??? | New York | rec. by Abby Scher | | | | |

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Board Meeting Minutes February 3, 2002

J. Trust and Communication (Facilitated by Kate)

Henry Rosemont, Jr.
Carol Schachet
Abby Scher
Nancy Wechsler

Opening remarks:

Rules: Everyone talks before anyone talks twice, it will be an inclusive discussion
Assumptions guiding the discussion: lack of personal trust on the Board, structural blockages
Result of the discussion: implementation of policy for successful communication

Board of Advisors

Frank Brodhead
Bell Chevigny
Noam Chomsky*

A. Personal History Review

- Kate proposed that remarks be limited to individuals' brief history in relation to Resist and what each person found rewarding and frustrating (Passed unanimously)

Tess Ewing

Norm Fruchter

Lenae Scott Gray

Debra Kay Jefferson

Frank Joyce

Hans Koning*

Paul Lauter*

June Lee

Penn Loh

Amanda Matos-Gonzalez

Richard Ohmann*

Wayne O'Neil*

Carlos Otero

Grace Paley

Rozanna Pastor

Merble Reagon

Cheryl Smith

Amy Swerdlow

George Vickers

Fran White

* founding member

1. Kate: first in contact with Resist in 1981/82 as a recipient of a grant, was a member of the Board for ten years, was then inactive for ten years, and came back onto the board a year and a half ago. The early focus of her involvement with Resist was on grants rather than structure and governance, the organization has grown much in that time. The mission and politics have not changed.

Rewards: counters despair about the political situation facing this country and feelings of political isolation. contact with national grassroots organizations.

Frustrations: time commitment, the experience on the personnel committee was a very painful one in the way it turned out (especially since you need to feel good about your volunteering experiences), break in communications.

2. Hank: Signer of the original Call and received a grant for draft counseling center. Was an area person before the egalitarian restructuring 1971/72 when area people become board members. Inactive 1978-84 as travel is very hard.

Rewards: community struggle for social change, leaving the planet better than we found it, really appreciated the former sense on the board of being involved with peoples' lives and work.

Frustrations: He could do more on the board, there is a changed political atmosphere ("no social movements in the air"). Used to be more connected as a board. Need more board members as there is too much work.

3. Abby: Began organizing in feminist organizations in the Reagan era. Worked for *Dollars and Sense*. Now focuses on anti-racist work in the media, and challenges the social justice press to change what they write about. Drawn to Resist by association with Robin and Carol.

Rewards: Money flow to small groups not able to get other money, contact with rural organizing.

Challenges: Lack of density of social movements- need to change the social climate. Resist is reactive- need to look at what should be Resist's role in shaping the movement. Communication cross movements and generations responding to changed movement status.

4. Carol: On staff 6 years. Experience organizing in urban areas and around Central America. Moved to office-based organizing rather than a community-based job.

Rewards: Breadth of applications are encouraging. Diverse in focus and sophistication. Young grassroots groups. Learn from a range of historical expertise and range of organizing backgrounds. Amazing donors connected to the movement. Newsletter writers bring in different aspects of a community. The connections created through this work.

Frustrations: Change hard to effect- slow and unexciting process. Fear of making mistakes- not a big margin of error in the work. Trying to figure out how to connect more regularly to a larger community. Interpersonal connections. Diversification in terms of knowing more about organizing and types of organizing.

5. Becca: Experience coming out of college organizing work about feminism and reproductive rights.

Rewards: Seeing the connections organizations are making across the country and helping other organizations frame how they think about their work in light of these possible connections. Contact with grantees, references, and donors great. Learning so much from a range of expertises.

Frustrations: Small margin of error, trying to learn so much in a relatively short period of time. Need to address connections cross generationally in terms of building a bridge between older activists and new youth-centered groups.

6. Marc: Campus based radical, then went to the Institute for Southern Studies. Joined Resist about 6 years ago, about the same time as got really involved in the theater.

Rewards: Resist is a place to be respected. Like how donors rallied in Dec after 9/11.

Frustrations: Few applicants talk about being part of a movement (the progressive movement began as a single movement and moved to foci on more individualized issues). Time demands. Process vs. Product styles (very product focused). Should spend more time raising money and giving it away. External pushes to become more moderate- hard to be politics consistent when personally in a liberal world.

7. Wec: Moved to Boston in 1974, hung out at *Radical America* and *Dollars and Sense*. Knew staff at Resist and became part of the community. Started typesetting the Newsletter and joined staff for 9 ½ years, have been a member of the Board since. Resist as a political home. Drawn to Resist by Newsletter. The reality of life is different now with the higher cost of living and the decreased excitement in activist work.

Rewards: Great Newsletter. Resist as a political home spawning engaging political discussions. Trying to build a community and cross-fertilize across the movement by getting groups to engage beyond their issue.

Frustrations: Being one of the oldest members of the Board. Miss founding and early Board members. Board used to have less consistent attendance, but miss political contributions. Haven't gotten used to that change yet. Frustrated by lack of results of diversification process. Never feeling that there was more than a token show of diversity since everyone did not show up all together. Hard to be on the Board and be a parent. Distrust on the Board and split from other aspects of personal life. Feel more engagement in other political activities (mostly in education addressing race, ethnicity and class, and the Middle East). Engagement in a diverse world with more trust.

8. Jorge: Joined the Board in 1998. In High School started with anti-war organizing. College politics and unionizing graduate students. Was involved with organizing about Central America in the late '70s and '80s. Professional work has centered on Cuba morphing into focusing on Central American/ Guatemala.

Rewards: Connections to politically thinking people involved in daily activism. Being part of a very committed and talented group. Quality work. Connection to a variety of work being done around the country.

Frustrations: Not enough awareness of what it means to be a volunteer. Things requiring immediate response sometime get to him too late for him to respond. Do not have a good mentoring structure. The importance of generational mentoring is lost in the organizational structure. Need to transmit information about the culture of the organization and the organization's history. "Product person"- Resist needs to better define the product. Reactive work rather than seeking out dynamic work. Need to ask "Where are we in US society, and progressive politics?" and clarify these issues to be most effective in Resist's mission.

9. Eileen: Came onto the Board in 1997. Before joining the Board organized around Feminism, GLBT, and Anti-Nuclear issues.

Rewards: Newsletter is a great reference. Reading the packets offers a sense of community organizing. Wealth of knowledge on the Board. Cache of organization is multigenerational.

Frustrations: Struggling with structure. Is a "process person" but feels that the Board is "spinning its wheels" most of the time. Having consistent Board attendance is helpful in creating policy. The organization is stuck in a quagmire regarding diversity. Email both simplifies and frustrates communication- can lead to distrust. Lack of connection to the Board. Don't know people. Not a social/political organization. Hard to get past the superficial level with people.

10. Ty: Multiple encounters with Resist over the early years through Boston Draft Resister's group. Precursor of a love/hate relationship with the (white) left. Worked with people "who look like me" against the military at the community level. Involved in Central American and Cuba organizing. Focus on the realities of life in a white settler state with imperialist designs.

Rewards: Giving money to social justice groups. Newsletter as an effective means of mass communication. Way of extending political organizing past physical bodies. Breadth of grass-roots organizing across the country. Ability to contribute a range of skills.

Frustrations: Looking strategically at goals and resources. Nurture an insurgent conscious. Need a mobilizing structure. Create space in a broader political discourse. Unable to nurture grassroots capacity for broader social change- multigenerational aspect. Need to seriously look at mentoring. Time commitment of balancing activism with personal life.

11. Robin: Knew Resist in '80s through Meredith (staff at Resist). Worked in day-care organizing and work around Central America. Went to law school and worked on employment discrimination. Joined Resist staff in 1996

Rewards: Great workplace with great benefits. Thoughtful and generous bosses. Connected to people doing this work. Networking and being able to help make connections between individuals. Multi-style/generational campaigns. Process of putting together the Newsletter. Responses of grantees. How well thought of Resist and Resist's mission is (hate mail as sign doing good work). Important political position.

Frustrations: Fair bit of mistrust tied to communication. Email as a boon and open to misinterpretations- decontextualizes substantive issues. Don't have political discussions to start meetings. Organization bogged down in structural issues. Make decisions and rehash them shortly thereafter (demonstration of lack of trust). Staff work not fully recognized by Board in tinkering with Resist's work. Need new Board members to spread the load.

12. Kay: Comes out of anti-war/ youth movements, women in prison, and Central America organizing. Now does parent, community organizing. Came on in 1996/97.

Rewards: Historically and personally important. Connect nationally to grassroots organizing.

Frustrations: Time, family matters (ill parents). Hard not to have active involvement in NYC. Provided another level of richness. Diversity is very difficult, need to be clear about what Resist is saying (class, generational). Okay for Resist to take leadership role, especially in political climate now. Okay to put out a call saying what we are focusing on. Reinstitute political dialogue before Board Meetings.

13. Pam: Started political career as a liberal. Coming out as a lesbian in collegel radicalized her. 20 years ago invited to join Resist. Very insecure as a new Board member, hardly said anything at meetings. Interested in helping people feel comfortable now. Agree with Jorge about mentoring.

Rewards: Confluence of work and politics. Feel less isolated and more in touch. Sympathetic to single issue groups.

Challenges: Structure of decisions and support staff. And helping Board feel support. There is a high price of support mechanisms. Communication challenge in talking about how to make decisions, especially about leadership and communication between Board and Staff.

B. Review all communication/ forms

| <u>Who</u> | <u>How</u> |
|---------------------------|----------------------------|
| Board Committees | Telephone |
| Staff | Email |
| Non-Boston Board | Meetings- Board/ Committee |
| Grantees | Board/ Staff lunch |
| Other Foundations | Minutes |
| References | Website |
| Advisory Board | Correspondence |
| Donors | Newsletter |
| Non-grantee Organizations | Applications |
| Rejected Grantees | BRE and Direct Mail |
| Vendors | Public Speaking |
| Media | Press Releases |
| Newsletter Readers | Retreats |
| Colleges/ Universities | Social/ Informal |
| General Public | |
| Board | |
| Individuals | |

* priority: internal communications

External Issues are significant in terms of the role Resist might play, but trust issues are centered internally.

| <u>Who</u> | <u>Communicate With</u> |
|-------------------|-------------------------|
| Board | |
| Staff | |
| Board of Advisors | |
| Committees | |

Discuss relation between trust and communication:

-assumption that there is a lack of trust

-recently went through a process that was fragmented communication. Not sufficient trust at the outset.

Jorge: Lack of trust in Staff's ability to be fallible

-Can be over euphemistic, just say it

Wec: People read email based on their own notion of how people feel about them. So if Carol emails Wec about a fundraising appeal, and Wec replies, how Carol reads it depends on how she trusts Wec. People can disagree without feeling threatened.

Pam: Trust people more if work with them. Limitations on that based on time available as volunteer Board members.

Abby: Knew Robin and Carol, but would have been helpful to have a "buddy" assigned. Email horrible way to communicate when a new member. Email only works when you have a relationship.

Kate: Working with people doesn't always generate trust. Being able to rely on somebody to do what they say they will do.

Hank: Limited communication based on committees. Geographic distance makes it hard.

Robin: Different personal styles of communication can complicate things (i.e. arguing/ non-arguing personal styles).

Ty: Pieces of evaluating communications: content of communication, process/ position of speaker ("where are they coming from?"), form of communication.

Marc: Feels very comfortable speaking at Resist. Disturbed when people do not feel comfortable talking and the side comments that precede statements.

Proposed: Postpone sections II c & d until April meeting.

Friendly Amendment: Postpone discussion and think about how to restructure the rest of the discussion. Send comments to the Executive Committee (and Pam) by email.

-Passed unanimously-

(Carol Facilitating)

Ia Additions to Agenda: Executive Committee

A. June Lee sent an official letter of resignation. There is now an open spot on the Executive Committee. [Robin will be on family leave March, April, May, but will maintain Board status.] Executive Committee has already approached Wec about filling the empty seat.

Hank nominates Pam and Wec to the committee [Pam is not interested], Eileen seconds.

Abby: Objection about the lack of communication about the election process.

Jorge: Committee acted to fill an interim position, committee acts in the time between Board meetings.

-The area of interim committee appointments is without clarity as to the process and means of communication.

Kate: Understanding that there would be an election at the February meeting.

Eileen: Putting a permanent person on a committee requires a Board vote

Two concerns:

1) Filling Executive Committee not on the agenda

2) [non-Boston] Board members out of the communication loop

Proposal: Wec will join the Executive Committee

yes: 10 abstain 1

Kay: Resist should send June a token of appreciation for her work on the Board and on staff.

-Carol will collect for the gift and Resist will contribute from the Misc. section of the budget. Board members will email their thoughts about June's contribution to the Board and the Staff will write them in a personal card.

Hank: Hank and Marc unable to attend the April meeting. The Long Range Planning Committee asks that the Personnel discussion be postponed until June.

II. Finance Report.

A. Resist had a great end of the year. \$475,000 in assets, assets grew by over \$125,000. \$12,000 in expenses over revenue.

Carol did a fabulous job with fundraising and direct mail campaigns.

B. 2002 Budget

Discussion about the stockmarket's effect on the Resist budget
-donors seem to react to political rather than financial events

Discussion about the decision to spend down the investment assets by \$20,000 a year

Jorge: concern that the increase seems to be in overhead rather than programs

Wec: This issue goes back to Resist's historical reluctance to become an endowed foundation

Kay: Impression that the money would be spent down through grants spending

Robin: Policy did not specify grants as the place for spending down the budget

Carol: In 2001 overspent the grants budget, 2002 budget reflects a middle ground

Abby: Request that the budget be sent out with the Board packet

Hank: Propose that the budget discussion tabled until April- Kate seconds

Discussion:

Robin: This would give no spending parameters for the first quarter.

Kay: Vote and revise in April

Wec: Pass the budget today and have the finance committee present in June

Proposal: Postpone Budget vote until April

Yes: 1 No: 7 Abstain: 2

-Denied-

Abby: Propose vote now and revise for April- Pam seconds

Discussion:

Kate: Not comfortable with the process of revising in the future. It is hard to track incorrect projections. Resist should discuss the budget before the beginning of the fiscal year.

Ty: Intention of the Board three years ago is not as important. Vote today on the budget.

Kay: Revisit the spending down issue and decide how to continue that policy for the future.

Pam: Pass the budget today and not revisit it in April. Expressed a concern over a discrepancy on the Board of expertise about budgets. Suggests the Board hold a workshop on budgets and how to organizing Resist budget.

Jorge: Policy of maintaining assets needs to be revisited. Wants more information about how budgets are formed. Before the presentation of the 2003 budget, the Board needs more understanding and control over the budget.

Robin: Concern that the presentation of the budget gets a short shift at Board Meetings. It is always alright to revise a budget as long as those revisions are reflected in the minutes. Have to end the calendar year before creating the budget because need accurate budget figures.

Kay: Long-range planning process necessitates that meetings involve multiple long discussions.

Kate: You can pass a budget before the end of the calendar year.

Proposal: Vote on the budget at the February meeting and revise it in April.

Yes: 3 No: 7

-Denied-

Proposal: Vote on the budget as presented by the Finance Committee.

Yes: 9 No: 2

-Passed-

Proposal: The next fall retreat should be focused on the budget- both budgetary policy and the technical aspects of writing a budget.

Discussion:

Hank: The budget is too complicated. It is unclear how much of the expenses are programmatic and how much are overhead.

Abby: The budget should be presented to the Board rather than handed out. Wants a new process of passing a budget.

Wec: It should be recognized that Resist never used to have any budget presentations and this is still a process that is being fine-tuned.

Flagged: **Budget should be the subject for long-range planning and technical workshops.**

Proposal: The Finance Committee will come up with a series of meeting dates to discuss the budget process. These meetings will be at Board Meetings if Hank, Jorge, and Abby would like to attend. (Robin proposed, Wec seconds)

Discussion:

Pam: It is always good for committees to fine tune proposals.

Jorge: Resist needs to link policy making and budget making.

Kay: This all fits into thinking in terms of long-range planning.

Ty: The technical aspect covered in Robin's proposal. A real discussion needs to take place about the political context of the budget. It should be a political education discussion with few other items for discussion.

Vote on Robin's proposal:

Yes: 10 No: 0

-Passed unanimously-

Proposal: Talk through the agenda until the grants decisions and have the grants committees decide on grants with proxies. (Hank)

Friendly amendment: Try to go through the agenda and see how much time is left for grants. (Robin)

III. Fundraising

A. (Carol passed out attached charts) Donors are motivated by political rather than financial environment.

Pam: Major donors give big money, what do we do for our major donors?

Hank: Carol should circulate lapsed donors to see if Board members have personal connections with any of them.

Carol: There are 1500 lapsed donors (have not given in 4-5 years). Can circulate them in Excel.

Hank, Kay, and Eileen would like a hard-copy of lapsed donors

Kate, Pam, and Wec would like the list emailed in Excel

Robin, Ty, Jorge, and Abby would not like to see the list

B. Presentation of brochure mock-up

IV. Newsletter

A. The February/March issue is almost done. Abby wrote the political overview and Marc wrote the grants section.

B. April will address Environmental Justice. Lois Gibbs is writing as is Bryonny Schwann, Women's Voices for the Earth.

-The schedule may be revised in light of political circumstances.

-Board members may want extra copies of the February/ March issue for outreach.

Pam would like 25 extras

V. Board Development Issues

A. Sent minutes to the Board with a list of possible candidate. Each member is contacting folks. Would like to have a group orientation. Also talked about local anti-globalization groups to reach out to. Also, current and former grantees.

B. Carol will contact June about whether her exit interview can be distributed to the entire Board.

C. The workload of current Board Members is being dicussed.

Jorge: How many new Board members and when would they come on? Concern that the initial period of bringing new Board members on makes more work for the current Board.

Carol: Intention to bring 2-3 people on at a time. This would ensure that they feel a sense of support and community.

Eileen: Too many people should not be an issue. Most people are not interested in coming on at this time.

Robin: Board Development Committee should figure out this issue.

Hank: The committee should circulate the names and a short bio of candidates to the Board who can rank order prioritize the candidates.

Carol: Once Resist gets a cover letter of interest and the resume is the individual considered a viable candidate. They are still at the phase of searching for names. The Board Development Committee orders the candidates and offers a proposal to the Board.

Abby: It would be good to avoid alienating people by offering an interest in them and then rejecting them from the Board.

Hank: Resumes should be circulated before an individual is nominated.

Carol: Historically, you have to contact 10-12 people to get 3. The Board Development committee is thinking intentionally.

Pam: This discussion illustrates the issue of trust and communication. There is a structural problem with how committees communicate with the Board. Perhaps an issue with the presentation style.

Kay: People are anxious to get to the next steps. When does this come to the Board? Committees structure Board presentations.

Robin: How much does the Board trust its committees to carry out their charged duties. There is a lack of trust in committee work. Resist should rethink how committees are treated in whole group meetings.

Jorge: There is an overdose of information which is hard to process. It would be more effective just to convey the essential information.

Wec: Concern about mentoring and bringing new Board members up to date on Resist policies.

Hank: If there are no interested members of color, will anyone be brought on? When does Resist as a Board get involved?

Ty: These people are prospects rather than candidates. This involves revisiting the policy of bringing 2 individuals of color for every three new members in outreach. Resist's commitment to active diversity outreach. Policy should not be pushed arise for pragmatic expediency.

Kay: Is new Board member recruitment laid out in policy form? Wants a procedural outline in a flowchart.

Carol: The practice of floating names is standard practice. Comments and feedback are appreciated from the Board.

Abby: It is a big commitment to invite people to join the Board for a lifetime position, explore possibility of terms at Resist.

Straw poll:

Continue into Grants: 5 Finish the meeting now: 5 Abstain: 2

-The issue will be revisited-

VI. Long Range Planning Committee Report

A. Role in this process:

-Offer support of the facilitating committee.

-Tie threads together by taking the results from the discussion and synthesizing them into a broad look at process

Jorge: Given the limited time, facilitating committees should come in with proposals from which the Board can move forward.

Straw poll:

Continue into Grants: 7 Finish the meeting now: 2 Abstain: 2

Hank: This grant cycle is a good argument for being proactive not reactive. Weak applicant pool.

Robin: February is a typically weak cycle.

Proposal (Pam):

Becca will be considered for Board Membership in April. She will decide whether to take on the full two-year commitment or to apply for voting privileges during the tenure of her staff term. This will be an early item in the April meeting agenda.

**FEBRUARY 2002
GRANT DECISIONS**

Emergency Grants

Fuerza Unida

\$300

710 New Laredo Hwy, San Antonio, TX 78211 Esparanza Garza 210/927-2294 www.fuerza-unida.org
Funding to organize Levis workers in response to the recently announced plant closings in El Paso and San Antonio.

Central, Latin America and the Caribbean

1. US-Cuba Sister City Association

320 Lowenhill Street, Pittsburgh, PA, 15216 Ellen Farmer 831/425-5231 farmer@skyhighway.com
Funding for a Cuba Hotline, enabling the organization to respond in a timely way to media questions and activist concerns.

Decision: Full Partial No Undecided

Comments:

Raising money for a cell phone. People say doing great work, but bad proposal. Why can only one person answer calls? Not clear what organizing comes out of it.

Community Organizing/Anti-Racism

2. Citizens for Police Review

\$3,000

3615 Martin Luther King Jr. Ave, Knoxville, TN, 37914 Michelle Norid 865/540-1632 www.kornet.org/cpr
Funding for general support for group which seeks to hold police accountable for their actions in response to a range of actions constituting police misconduct.

Decision: Full Partial No Undecided

Comments:

3. Policy Institute

\$2,500

P.O. Box 1362, Helena, MT, 59601 Gregg Haegele 406/442-5506 greg@mhrn.org
Funding for general support for start-up of progressive policy think-tank which would provide support and expertise for activist agendas.

Decision: Full Partial No Undecided

Comments:

Left policy think tanks are important. Problem with few or no anchors to constituency. Received knowledge vs. constructed knowledge in spurring organizing. Give list for access to funding of policy initiatives.

Economic Justice

4. Concerned Citizens of Cape Charles

Defer

23 Park Row, Cape Charles, VA 23310 Lenora Mitchell 757/331-3728

Funding for the *Power from Within*, a series of workshops, which seek to address the impact of gentrification on the community of Cape Charles.

Decision: Full Partial No Undecided

Comments:

Doing important work in the area. Ty knows people in the area, but not the group. Ty will provide names and numbers.s

5. Kaw Valley Living Wage Alliance

\$2,000

P.O. Box 44-2034, Lawrence, KS, 66044 David Smith 785/842-2793 www.kawlivingwage.org/

Funding to develop a broad based living wage coalition to pass a citywide ordinance requiring corporations which receive tax abatements to relocate or expand in Lawrence to pay their employees enough to keep them out of poverty.

Decision: Full Partial No Undecided

Comments:

Where is the outreach plan to low-wage workers/ people of color?

6. Poverty Action Team

P.O. Box 42186, Portland, OR 97242-2186 Cassandra Garrison 503/238-7228

Funding for the *Reality Check Survey*, which will document current poverty conditions in Oregon, as well as educate participants about local resources and client rights.

Decision: Full Partial No Undecided

Comments:

Bad references.

7. Santa Barbara Coalition for a Living Wage

\$2,000

933 Castillo Street, Santa Barbara, CA, 93101 Harley Augustino 805/963-0601 x13

sb_livingwage@hotmail.com

Funding for general support for the second phase of a living wage campaign.

Decision: Full Partial No Undecided

Comments:

Environmental

8. Conservative Use of Resources and Environment Consortium (CURE)

P.O. Box 911, Dexter, NM 88230 Victor Blair 505/624-5427

Funding to stop construction of the Triassic Park Hazardous Waste Dump, through technical assistance, education and outreach.

Decision: Full Partial No Undecided

Comments:

No broader vision. White organizers in a Latino neighborhood but no Latino leadership. Send letter about more fully representing the community, come back then.

9. Water Information Network

\$3,000

P.O. Box 4524, Albuquerque, NM, 87106 Jaime Chavez 505/255-4072 win52@earthlink.net
Funding for support of rural organizing campaign to stop coal strip mines and uranium mining, oppose radioactive waste sites and work on border environmental issues in New Mexico and West Texas.

Decision: Full Partial No Undecided
Comments:

10. West Virginia Citizen Research Group

1500 Dixie Street, Charleston, WV, 25311 Linda Mallet 304/346-5891 www.wvcag.org
Funding for a campaign to oppose the Flexsys Chemical Company (formerly Monsanto) bid to continue to release wastewater containing dioxins into the Kanawha River.

Decision: Full Partial No Undecided
Comments:
Luke warm references. Top down approach.

11. Wild Rockies Earth First!

P.O. Box 1742, Missoula, MT, 59806 Julia Piaskowski 406/549-8863 wref@wildrockies.org
Funding for printing and distribution of two issues of the *Wild Rockies Review* which focuses on environmental and sustainability issues.

Decision: Full Partial No Undecided
Comments:
Newsletter not very good. Do stand up to corporations. Refer to Foundation for Deep Ecology.

Gay/Lesbian/Bisexual/Transgender

12. PRIDE

\$3,000

P.O. Box 775, Helena, MT, 59624-00775 Karl Olson 406/442-9322 www.gaymontana.com/pride
Funding for "West of the Divide 2002," a project to challenge the virulently anti-gay climate on the west side of Montana's Rocky Mountain spine.

Decision: Full Partial No Undecided
Comments:
Broader issues. GLBT movement is very single issue right now. Yes, but letter.

13. Safe Community and Schools Coalition

\$3,000

8 North Court #307, Athens, OH, 45701 Emily Bush 740/592-7233 scsc@frognet.net
Fund for general support for organization which organizes to oppose homophobia in local schools and to provide support for g/l/b/t youth.

Decision: Full Partial No Undecided
Comments:

Health/AIDS/Disability

14. Dignity, Independence, and Human Rights (DIHR)

204 West 84th Street, New York, NY, 10024 Anita Schwartz 212/721-6982 dihrnyc@aol.org

Funding for parent volunteers to engage in advocacy campaigns opposing discriminatory practices against individuals with developmental disabilities by social service agencies.

Decision: Full Partial No Undecided

Comments:

Budget left overs. Not organizing.

Media/Culture

15. Organizers Collaborative

\$2,000

P.O. Box 400897, Cambridge, MA, 02140 Rich Cowan 617/426-1228 x108 www.organizenow.net

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

Decision: Full Partial No Undecided

Comments:

Peace/Anti-Militarism

16. Global Network Against Weapons and Nuclear Power in Space

\$2,000

P.O. Box 90083, Gainesville, FL, 32607 Bruce Gagnon 352/337-9274 www.space4peace.org

Funding for to organize a series of anti-militarization conferences and protests opposing missile defense funding and the development of "Star Wars" weapons systems.

Decision: Full Partial No Undecided

Comments:

Newsletter complex. International diversity, not clear how do outreach to communities of color domestically.

17. Peaceworks

6 Dumont Place, 2nd Floor, Morristown, NJ 07960 Jim Burchell 973/765-9102

Funding for *Fair Trade: Outreach and Education - Peering into the Global Economy Through Our Morning Coffee* which uses the example of coffee as an educational tool about the effects of globalization.

Decision: Full Partial No Undecided

Comments:

Global Exchange and Starbucks do this campaign.

18. US Campaign to Free Mordechai Vanunu

\$3,000

P.O. Box 43384, Tucson, AZ, 85733 Felice Cohen-Joppa 520/323-8697 www.nonviolence.org/vanunu

General support for group which challenges the proliferation of nuclear weapons within the U.S. and its favored allies, and to secure the release of Mordechai Vanunu, imprisoned for blowing the whistle on Israel's undeclared nuclear weapons arsenal.

Decision: Full Partial No Undecided

Comments:

19. Vietnam Veterans Against War

\$3,000

3935 N. Marshfield, Chicago, IL, 60613 Barry Romo 773/327-5756 www.prairienet.org/vvaw

Funding for a media outreach project which seeks to publicize the anti-war positions of military veterans.

Decision: Full Partial No Undecided

Comments:

No one in Chicago knew them: Crossroads, AFSC, WRL

Prisoners

20. Ironweed Development, Inc.

329 East Edison Street, Alcoa, TN, 37701-1913 Dorothy Kincaid 865/983-8470

dlk3294@bellsouth.net

Funding for the IDC Prison and Jail Project which works with parolees to address issues of recidivism.

Decision: Full Partial No Undecided

Comments:

Youth

21. Alaska Youth for Environmental Action

\$2,000

750 West 2nd Avenue, Suite 200, Anchorage, AK 99501 Polly Carr 907/258-4825 carrp@nwf.org

Funding for the *Civics and Conservation Summit*, through which students will travel to the state capital and learn about environmental legislation and policy.

Decision: Full Partial No Undecided

Comments:

| | |
|-------------------------------------|--|
| Total Number of Requests | 21 regular grants; 0 multi-year grants; 0 emergency grants; 0 loans; 15 not on agenda |
| Total Amount Requested: | \$59,570 |
| Total Allocation for Cycle: | \$46,200 |
| Total Grants: | \$30,500 regular grants; \$0 multi-year grants; \$300 emergency grants |
| Total Loans: | \$0 |
| Total Allocated: | \$30,800 |
| Total # of Grants Allocated: | 12 regular grants; 0 multi-year grants; 1 emergency grant |
| Total # of Loans Allocated: | 0 |
| Total # of Grants and Loans: | 13 |

NOT ON AGENDA

1. BECAUSE 2002

P.O. Box 342894, Milwaukee, WI 53234-2894 Tina Owen 414/453-0855

Funding for the eleventh annual *Bisexual Empowerment Conference: A Uniting Supportive Experience*, which seeks to provide the Midwestern bisexual community with support, education and community.

Reason: Mostly social services.

2. Black Women for Wellness

4336 11th Avenue, Los Angeles, CA 90008 Janette Robinson Flint 323/290-5955

Funding for the printing costs of *Celebrating the Black Body*, an HIV/AIDS prevention and information brochure.

Reason: Mostly social service. FY01 budget was \$123,000. Make sure budget below \$125,000 and if so - come back for a different project.

3. Cambridge-Cuba Sister City Project

69 Brookline Street, Cambridge, MA 02139 Peggy Lynch 617/665-1606

Funding for members to travel to the Havana Sister City Conference in February where they will present the group's application for Cambridge to become a sister city.

Reason: Application lacks answers to many questions. Project budget is for travel.

4. Little Tokyo Residents Association

320 S. Ardmore, #210, Los Angeles, CA 90020 Takao Suzuki 213/590-1027

Funding for the Neighborhood Empowerment Initiative, which will provide leadership training for 5 members to make effective appearances at Neighborhood Council meetings

Reason: Problems in Question #10. Narrow goals. Mainstream. Training is for small number of people

5. New Haven Reparations Coalition

c/o Community Baptist Church, 143 Shelton Avenue, New Haven, CT 06511 Rev. Eric Smith
203/562-7060

Funding for the *Slavery Reparations Community Forum*, an educational event that will provide local residents with information about the reparations movement on local, national and international levels.

Reason: Not clear what organizing will come out of forum. Not making connections across issues, narrow focus

6. Progressive Secretary

9629 Bradhugh Court, Sacramento, CA 95827 Pat Murphy 916/361-9435

Funding for computer equipment to manage e-mail letter writing campaigns for organizational members on a range of social justice issues.

Reason: No plan in place to follow up after the letters are sent. Only two active members.

7. Reedley Social Services, Inc.

1133 G Street, Reedley, CA 93654 Aurelio De Los Santos Ortiz 559/638-4479

Funding for the costs of a pamphlet that will educate low-income farm workers about the potential effects of opening a Wal-Mart in Reedley.

Reason: Social services. No clear organizing plan.

8. ReVisioning: Building Community for a Sustainable Future

2528 29th Avenue South, Minneapolis, MN 55406 Carol Masters 612/724-2891

Funding for an April conference that will bring social justice activists together to educate about and provide antidotes to corporate -driven globalization.

Reason: Not clear they have the ability to pull off a national conference. Participants limited.

9. Stop the ACA (Texas)

2346 Camden, A, Houston, TX, 77021 Renee Feltz 281/ 725-1948 chickpea_@hotmail.com

Funding for an emergency grant for printing a pamphlet for a counter-conference against the ACA

Reason: Not an emergency.

10. Syracuse Alternative Media Network

P.O. Box 35550, Syracuse, NY 13235 Tim Brachocki 315/425-8806

Funding for a collaborative project with the Eastside Youth Congress to recruit and train at-risk youth in video production resulting in video projects about their life experiences.

Reason: No plans for organizing projects - merely media education. Most of work is the production of documentaries - not organizing.

11. True Expressions

6085 Park Boulevard, Pinellas Park, FL 33781 Ira Van Vollenhoven 813/354-1260

Funding for weekly LGBTQ youth support group.

Reason: Social service; questions 9-12 weak - show no political analysis

12. Witness for Peace - Great Lakes

239 East 2nd Street, Perrysburg, OH 43551 Kathleen Baldoni 419/874-1863

Funding for a Midwestern speaker's tour about the effects of the U.S. "war on drugs" in Colombia.

Reason: Most of budget is travel. No organizing plan for after tour. Not a diverse group.

13. Witness for Peace - New England

P.O. Box 147 , Richmond, VT 05477 Joanne Ranney 802/434-3233

Funding for four workshops that will introduce people to non-violent activism using Aikido as a moving meditation to help participants discover and deepen self-esteem, self-confidence and self-awareness..

Reason: No connections between local and Central America situations. No organizing.

14. Ya Ne Dah Ah School

P.O. Box 1105, Chickaloon, AK 99674 Gary Harrison 907/745-0707

Funding for multi-year general support for the Ya Ne Dah Ah School which works with Native youth on self-determination, sovereignty, subsistence rights, environmental protection and tribal government issues.

Reason: Not a complete application.

15. Youth Action Coalition

P.O. Box 747, Amherst, MA 01004-0747 Sienna Baskin 413/253-2158

Funding for the second-annual *Get Up Get Down* conference, which brings together a diverse cross-section of youth and their allies to work on oppression in Hampshire County.

Reason: No information on conference. Mostly service/empowerment. Conference to cost \$52,000.

\$20,000 in expenses over revenues in FY01. Budget for YAC is \$154,000 in FY02. Gave out mini-grants to youth projects.

**Budget 2002
Overview**

| | | FY2000 | Budget | FY2001 | Budget | 01% 00 |
|-----------------|-----------------------------------|-----------------|-----------------|------------------|-----------------|---------------|
| Income | | 12/31/00 | 2001 | Unaudited | 2002 | |
| 304 | Contributions-Pledges | 135,997 | 140,000 | 129,883 | 140,000 | 108% |
| 305 | Contributions-Newsletter | 64,138 | 62,000 | 52,089 | 64,000 | 123% |
| 306 | Contributions-ABC Mailing | 101,474 | 120,000 | 114,115 | 125,000 | 110% |
| 314 | Contributions-Prospecting | 11,825 | 31,500 | 52,353 | 45,000 | 86% |
| | Total Mailing Income | 313,433 | 353,500 | 348,439 | 374,000 | 107% |
| 320 | Other Contributions | 220,010 | 162,000 | 266,200 | 250,500 | 94% |
| 351 | List Sales | 125 | 300 | 0 | 300 | |
| 360 | Sales | 1,148 | 700 | 446 | (200) | -45% |
| 370 | Royalties | 12 | 15 | 11 | 10 | 91% |
| 375 | Fiscal Sponsorship Fees | 276 | 250 | 151 | 175 | 116% |
| 380 | Interest & Dividends | (22,456) | 25,400 | (9,484) | 8,000 | -84% |
| 390 | Miscellaneous Income | 267 | 50 | 174 | 100 | 57% |
| | Total Other Revenue | 199,381 | 188,715 | 257,498 | 258,885 | 101% |
| | Total Revenue | 512,813 | 542,215 | 605,937 | 632,885 | 104% |
| Expenses | | | | | | |
| 411 | Pledge Costs | 5,834 | 7,500 | 6,263 | 8,100 | 129% |
| 421 | Newsletter Costs | 34,987 | 38,800 | 36,336 | 42,400 | 117% |
| 441 | ABC Mailing Costs | 5,682 | 9,900 | 9,830 | 11,000 | 112% |
| 451 | Z0 Costs | 176 | 3,400 | 0 | 1,000 | |
| 471 | Prospecting Mailing Costs | 31,064 | 41,610 | 57,126 | 45,000 | 79% |
| | Total Mailing Costs | 77,744 | 101,210 | 109,555 | 107,500 | 98% |
| 494 | Fiscal Sponsor Grants | 0 | 0 | 0 | 0 | |
| 495 | Resist Grants Paid Out | 241,360 | 260,000 | 302,450 | 299,000 | 99% |
| 496 | Other Fundraising Costs | 1,258 | 3,050 | 839 | 2,140 | 255% |
| 501 | Personnel | 156,446 | 188,642 | 147,068 | 165,771 | 113% |
| 510 | Rent | 26,125 | 27,000 | 27,588 | 30,000 | 109% |
| 511 | Occupancy | 2,031 | 3,500 | 3,441 | 4,000 | 116% |
| 515 | Telephone | 2,988 | 3,000 | 3,194 | 3,500 | 110% |
| 517 | Internet | 505 | 1,000 | 784 | 1,000 | 128% |
| 520 | Office Expenses | 10,199 | 11,750 | 3,179 | 9,350 | 294% |
| 525 | Grant Program | 1,224 | 2,600 | 895 | 1,400 | 156% |
| 530 | Postage | 1,206 | 2,800 | 2,157 | 3,600 | 167% |
| 540 | Travel | 1,018 | 1,200 | 10 | 1,200 | 12000% |
| 542 | Staff Development | 2,345 | 3,000 | 795 | 2,400 | 302% |
| 545 | Conferences/Meetings | 383 | 1,000 | 393 | 500 | 127% |
| 551 | Advertising and Outreach | 2,638 | 4,500 | 2,635 | 12,200 | 463% |
| 555 | Repairs and Maintenance | 223 | 400 | 1,111 | 400 | 36% |
| 560 | Professional Fees | 6,738 | 11,500 | 11,428 | 10,500 | 92% |
| 570 | Insurance-Office | 1,468 | 2,000 | 2,003 | 2,500 | 125% |
| 580 | Board Expenses | 5,114 | 6,250 | 8,172 | 8,650 | 106% |
| 590 | Other Expenses | 1,925 | 5,975 | 2,272 | 5,275 | 232% |
| | Total Non-Mailing Expenses | 465,193 | 539,167 | 520,414 | 563,386 | 108% |
| | Total Expenses | 542,937 | 640,377 | 629,969 | 670,886 | 106% |
| | Other Income/Expenses | (13,603) | (15,000) | (11,816) | (17,000) | 144% |
| | Net Income | (16,521) | (83,162) | (12,216) | (21,001) | 172% |

| | | FY2000 | Budget | FY2001 | Budget |
|-----------------|--------------------------------|-----------------|----------------|----------------|----------------|
| Income | | Unaudited | 2001 | Unaudited | 2002 |
| 304 | Contributions-Pledges | 135,997 | 140,000 | 129,883 | 140,000 |
| 305 | Contributions-Newsletter | 64,138 | 62,000 | 52,089 | 64,000 |
| 306 | Contributions-ABC Mailing | 101,474 | 120,000 | 114,115 | 125,000 |
| | Total Internal Mailings | 301,608 | 322,000 | 296,086 | 329,000 |
| 314 | Contributions-Prospecting | 11,825 | 31,500 | 52,353 | 45,000 |
| 320 | Other Contributions | | | | |
| | Restricted | 5,200 | 7,000 | 5,670 | 5,500 |
| | Stocks | 21,750 | 35,000 | 26,758 | 35,000 |
| | Foundations | 95,184 | 60,000 | 110,843 | 100,000 |
| | Unsolicited | 97,876 | 60,000 | 122,929 | 110,000 |
| | In Kind | 0 | 0 | 0 | 0 |
| | Total | 220,010 | 162,000 | 266,200 | 250,500 |
| 351 | List Sales | | | | |
| | Names in the News | 125 | 300 | 0 | 300 |
| | Other List Sales | 0 | 0 | 0 | 0 |
| | Total | 125 | 300 | 0 | 300 |
| 360 | Sales | | | | |
| | T-Shirt Sales | 1,148 | 2,200 | 446 | 2,800 |
| | T-Shirt Costs | (305) | (1,500) | 0 | (3,000) |
| | Total | 843 | 700 | 446 | (200) |
| 370 | Royalties | 12 | 15 | 11 | 10 |
| 375 | Fiscal Sponsorship Fees | 276 | 250 | 151 | 175 |
| 380 | Interest & Dividends | | | | |
| | Bank Interest | 2,040 | 2000 | 2,389 | 2,000 |
| | Stock Dividends | 16,526 | 8500 | 5,124 | 6,000 |
| | Loan Interest | 0 | 0 | 0 | 0 |
| | Realized Gains/Losses | 0 | 0 | 0 | 0 |
| | Unrealized G/L | (41,073) | 15000 | (16,998) | 0 |
| | Commission on Stock Sale | (92) | -100 | 0 | 0 |
| | Total | (22,599) | 25,400 | (9,484) | 8,000 |
| 390 | Miscellaneous Income | 267 | 50 | 174 | 100 |
| | Total Other Revenue | 210,757 | 220,215 | 309,850 | 303,885 |
| | Total Revenue | 512,365 | 542,215 | 605,936 | 632,885 |
| Expenses | | | | | |
| 411 | Pledge Costs | | | | |
| | Printing | 2,166 | 3000 | 2,459 | 3,100 |
| | Postage | 2,004 | 2500 | 1,872 | 2,800 |
| | Mailhouse | 1,665 | 2000 | 1,932 | 2,200 |
| | Total | 5,834 | 7,500 | 6,263 | 8,100 |
| 421 | Newsletter Costs | | | | |
| | Printing | 22,024 | 24000 | 20,084 | 25,000 |
| | Postage | 8,327 | 7500 | 8,612 | 9,000 |
| | Mailhouse | 4,005 | 5400 | 7,129 | 6,500 |
| | Consultants | 0 | 1200 | 0 | 1,200 |
| | Photos/Graphics | 580 | 700 | 510 | 700 |
| | Misc | 50 | 0 | 0 | 0 |
| | Total | 34,986 | 38,800 | 36,336 | 42,400 |

| | | FY2000 | Budget | FY2001 | Budget |
|-----|-------------------------------------|----------------|----------------|----------------|----------------|
| | | Unaudited | 2001 | Unaudited | 2002 |
| 441 | ABC Mailing Costs | | | | |
| | Printing | 1,496 | 4000 | 3,434 | 4,200 |
| | Postage | 1,707 | 3800 | 3,609 | 3,800 |
| | Mailhouse | 2,479 | 2100 | 2,787 | 3,000 |
| | Total | 5,682 | 9,900 | 9,830 | 11,000 |
| 451 | Z0 Costs | | | | |
| | Printing | 0 | 700 | 0 | 300 |
| | Postage | 176 | 200 | 0 | 200 |
| | Mailhouse | 0 | 2500 | 0 | 500 |
| | Total | 176 | 3,400 | 0 | 1,000 |
| | Total Internal Mailing Costs | 46,679 | 59,600 | 52,428 | 62,500 |
| 471 | Prospecting Mailing Costs - | | | | |
| | Printing | 17,114 | 19,000 | 23,853 | 18,000 |
| | Postage | 8,399 | 13,000 | 13,134 | 11,000 |
| | Mailhouse | 0 | 5,610 | 6,308 | 6,000 |
| | Consultants | 0 | 1,500 | 6950 | 5,000 |
| | Photos/Graphics | 0 | 0 | 0 | 0 |
| | List Rentals | 5,551 | 2,500 | 6,881 | 5,000 |
| | Total | 31,064 | 41,610 | 57,126 | 45,000 |
| | Total External Mailing Costs | 31,064 | 41,610 | 57,126 | 45,000 |
| | Total Mailing Costs | 77,743 | 101,210 | 109,554 | 107,500 |
| | Net Revenue After Mail Costs | 434,622 | 441,005 | 496,381 | 525,385 |
| 494 | Fiscal Sponsor Grants | | | | |
| | NWTRCC: In | (5,238) | (4,500) | (2,860) | 4,000 |
| | NWTRCC: Out | 5,238 | 4,500 | 2,860 | (4,000) |
| | Total | 0 | 0 | 0 | 0 |
| 495 | Resist Grants Paid Out | | | | |
| | Multi-Year Grants | 30,000 | 50,000 | 48,000 | 60,000 |
| | Resist Grants | 203,360 | 200,000 | 251,450 | 230,000 |
| | Cohen Grants | 0 | 0 | 0 | 0 |
| | Holmes Grants | 4,000 | 2,500 | 0 | 3,000 |
| | Salzman Grants | 4,000 | 7,500 | 3,000 | 6,000 |
| | Total | 241,360 | 260,000 | 302,450 | 299,000 |
| 496 | Other Fundraising Costs | | | | |
| | Thank You Cards- Cost | 0 | 50 | 127 | 140 |
| | Thank You Cards- Printing | 40 | 100 | 55 | 100 |
| | Thank You Cards- Postage | 393 | 500 | 658 | 700 |
| | Promo T-Shirts | 0 | 400 | 0 | 400 |
| | Other | 825 | 2000 | 0 | 800 |
| | Total | 1,258 | 3,050 | 839 | 2,140 |
| 501 | Personnel | | | | |
| | Gross Pay | 123,599 | 149,000 | 118,307 | 132,821 |
| | Employer Taxes | 12,350 | 14,000 | 11,023 | 13,000 |
| | Retirement Match | 3,140 | 5,960 | 4,244 | 4,000 |
| | Staff Health Insurance | 12,640 | 17,232 | 12,520 | 11,000 |
| | Worker's Compensation | 421 | 450 | 469 | 450 |
| | Consultants | 4,297 | 2,000 | 4,205 | 4,500 |
| | Total | 156,446 | 188,642 | 150,768 | 165,771 |

| | | FY2000 | Budget | FY2001 | Budget |
|------|--------------------------|------------------|---------------|------------------|---------------|
| | | Unaudited | 2001 | Unaudited | 2002 |
| 510 | Rent | 26,125 | 27,000 | 27,588 | 30,000 |
| 511 | Occupancy | 2,031 | 3,500 | 3,441 | 4,000 |
| 515 | Telephone | 2,988 | 3,000 | 3,194 | 3,500 |
| 517 | Internet | 505 | 1,000 | 784 | 1,000 |
| 520 | Office Expenses | | | | |
| | Office Supplies | 4,185 | 2,500 | 2,280 | 2,000 |
| | Office Xerox | 0 | 100 | 20 | 100 |
| | Office Library | 24 | 400 | 157 | 250 |
| | Office Printing | 466 | 2,500 | 350 | 1,000 |
| | Minor Office Equipment | 5,434 | 5,000 | 298 | 5,000 |
| | Bank Charges | 90 | 1,250 | 75 | 1,000 |
| | Total | 10,199 | 11,750 | 3,179 | 9,350 |
| 525 | Grant Program | | | | |
| | Printing | 931 | 1,500 | 337 | 550 |
| | Postage | 293 | 900 | 558 | 600 |
| | Consultants | 0 | 0 | 0 | 0 |
| | Library | 0 | 200 | 0 | 250 |
| | Other | 0 | 0 | 0 | 0 |
| | Total | 1,224 | 2,600 | 895 | 1,400 |
| 530 | Postage | | | | |
| | Office Postage | 961 | 1,700 | 499 | 1,700 |
| | UPS | 0 | 100 | 0 | 100 |
| | Postage Due/BREs | 245 | 1,000 | 1,658 | 1,800 |
| | Total | 1,206 | 2,800 | 2,157 | 3,600 |
| 540 | Travel | 1,018 | 1,200 | 10 | 1,200 |
| 542 | Staff Development | 2,345 | 3,000 | 795 | 2,400 |
| 545 | Conferences/Meetings | 383 | 1,000 | 393 | 500 |
| 550/ | Advertising and Outreach | | | | |
| 551 | Advertising | 2,638 | 4,500 | 1,635 | 3,700 |
| | Brochure | 0 | 0 | 1,000 | 8,500 |
| | Annual Report | 0 | 0 | 0 | 0 |
| | Total | 2,638 | 4,500 | 2,635 | 12,200 |
| 555 | Repairs and Maintenance | 223 | 400 | 1,111 | 400 |
| 560 | Professional Fees | | | | |
| | Legal Fees | 0 | 500 | 0 | 500 |
| | Accounting Fees | 6,738 | 8,000 | 7,728 | 8,000 |
| | Computer Consulting Fees | 0 | 3,000 | 0 | 2,000 |
| | Total | 6,738 | 11,500 | 7,728 | 10,500 |
| 570 | Insurance-Office | 1,468 | 2,000 | 2,003 | 2,500 |
| 580 | Board Expenses | | | | |
| | Board Xerox | 1,834 | 2,000 | 2,409 | 2,500 |
| | Board Postage/UPS | 501 | 1,000 | 489 | 700 |
| | Board Travel | 2,049 | 2,000 | 2,779 | 2,500 |
| | Board Food/Meetings | 603 | 600 | 1,570 | 800 |
| | Board Outreach | 127 | 150 | 0 | 150 |
| | Other | 0 | 500 | 925 | 2,000 |
| | Total | 5,114 | 6,250 | 8,172 | 8,650 |

| | | FY2000 | Budget | FY2001 | Budget |
|-----|-----------------------------------|------------------|-----------------|------------------|-----------------|
| | | Unaudited | 2001 | Unaudited | 2002 |
| 590 | Other Expenses | | | | |
| | Bad Debts | 0 | 0 | 0 | 0 |
| | Dues and Fees | 1,710 | 1,700 | 2,033 | 1,000 |
| | Tax Penalties and Interest | 0 | 125 | 0 | 125 |
| | Other Penalties and Fines | 50 | 50 | 0 | 50 |
| | Bounced Checks- Unknown | 0 | 0 | 0 | 0 |
| | Misc. Expenses | 165 | 100 | 239 | 100 |
| | Depreciation | 0 | 4,000 | 0 | 4,000 |
| | Total | 1,925 | 5,975 | 2,272 | 5,275 |
| | Total Expenses | 465,193 | 539,167 | 520,413 | 563,386 |
| | Other Income/Expenses | (13,603) | (15,000) | (11,816) | (17,000) |
| | Net Income | (16,967) | (83,162) | (12,216) | (21,001) |

| Expenses | Newsletter | Web Site | Grants | Administration | Fundraising | Total |
|---|------------|----------|-----------|----------------|-------------|-----------|
| Personnel | | | | | | |
| Robin Carton | \$1,498 | \$998 | \$26,455 | \$19,966 | \$998 | \$49,915 |
| Rebecca Howes-Mischel | \$1,650 | \$0 | \$12,537 | \$16,166 | \$2,639 | \$32,992 |
| Carol Schachet | \$14,475 | \$998 | \$4,492 | \$18,470 | \$11,480 | \$49,915 |
| Payroll Taxes | \$1,690 | \$260 | \$4,550 | \$4,810 | \$1,690 | \$13,000 |
| Employee Benefits | \$1,950 | \$300 | \$5,250 | \$5,550 | \$1,950 | \$15,000 |
| TOTAL Personnel | \$21,263 | \$2,556 | \$53,284 | \$64,962 | \$18,757 | \$160,822 |
| Grants Awarded | \$0 | \$0 | \$299,000 | \$0 | \$0 | \$299,000 |
| Newsletter Expenses | \$42,400 | \$0 | \$0 | \$0 | \$0 | \$42,400 |
| Cost of Direct Mail | | \$0 | \$0 | \$0 | \$65,100 | \$65,100 |
| Advertising/Outreach | \$200 | \$100 | \$500 | \$0 | \$400 | \$1,200 |
| Occupancy | \$4,400 | \$1,000 | \$7,000 | \$6,000 | \$2,000 | \$20,400 |
| Depreciation Expense | \$1,000 | \$500 | \$2,100 | \$1,400 | \$1,500 | \$6,500 |
| Insurance | \$400 | \$100 | \$1,750 | \$350 | \$350 | \$2,950 |
| Maintenance/Repairs | \$50 | \$25 | \$225 | \$50 | \$50 | \$400 |
| Telephone, Fax and Internet | \$600 | \$100 | \$2,000 | \$900 | \$900 | \$4,500 |
| Office Expenses and Minor Equipment | \$1,000 | \$400 | \$3,550 | \$2,100 | \$2,300 | \$9,350 |
| Postage, Freight and Delivery | \$1,200 | \$200 | \$900 | \$600 | \$700 | \$3,600 |
| Subcontracted Program Services | \$1,900 | \$0 | \$0 | \$0 | \$0 | \$1,900 |
| Accounting/Audit Fees | \$0 | \$0 | \$8,000 | \$0 | \$0 | \$8,000 |
| Consultants/Professional Fees | \$500 | \$200 | \$800 | \$0 | \$10,500 | \$12,000 |
| Board of Directors Expenses | \$1,500 | \$200 | \$4,000 | \$2,450 | \$500 | \$8,650 |
| Travel, Conferences, Staff Development | \$600 | \$250 | \$2,000 | \$0 | \$1,250 | \$4,100 |
| Grants Program Administration Expenses | \$0 | \$0 | \$1,400 | \$0 | \$0 | \$1,400 |
| General Fundraising Expenses | \$0 | \$0 | \$0 | \$0 | \$2,140 | \$2,140 |
| Memberships, Subscriptions and Filing Fees | \$50 | \$50 | \$500 | \$200 | \$200 | \$1,000 |
| Miscellaneous Expenses | \$0 | \$0 | \$0 | \$270 | \$0 | \$270 |
| Total Functional Expenses | \$77,063 | \$5,681 | \$387,009 | \$79,282 | \$106,647 | \$655,682 |

RESIST, Inc.
Balance Sheet
As of December 31, 2001

Printed On: January 14, 2002

ASSETS

| | <i>THIS PERIOD</i> | <i>THIS PERIOD LAST YEAR</i> |
|---------------------------------|--------------------------|------------------------------|
| CURRENT ASSETS | | |
| Operating Cash | | |
| 11035 GENERAL CASH-CAMB. TRUST | \$ 146,744.92 | 121,705.98 |
| 11050 PETTY CASH | 50.00 | 50.00 |
| OPERATING FUND-SCHWAB | <u>32,926.71</u> | <u>28,583.66</u> |
| Total Cash | 179,721.63 | 150,339.64 |
| Investments | | |
| 11245 HOLMES MEMORIAL FUND | 100.00 | 0.00 |
| 14000 INVESTMENTS/STOCKS | 905.53 | 390.25 |
| 15000 STOCK VALUE GAIN/LOSS | <190.89> | 0.00 |
| 11045 CALVERT INVSTMNT BOND FND | 0.02 | 0.02 |
| 11046 CALVERT INVSTMNT MGD GRTH | 4,619.18 | 4,881.01 |
| INVESTMENT FUND-SCHWAB | 153,090.33 | 194,623.27 |
| RESIST LOAN FUND-SCHWAB | 13,878.84 | 13,444.53 |
| RESIST ENDOWMENT-SCHWAB | 75,808.30 | 67,169.61 |
| COHEN MEM FUND-SCHWAB | 8,650.59 | 9,915.03 |
| HOLMES MEM FUND-SCHWAB | <u>15,116.55</u> | <u>23,167.59</u> |
| Total Investments | 271,978.45 | 313,591.31 |
| TOTAL CURRENT ASSETS | <u>451,700.08</u> | <u>463,930.95</u> |
| OTHER ASSETS | | |
| 16220 PRE-PAID INSURANCE | 170.84 | 170.84 |
| 16225 PRE-PAID EXPENSES-OTHER | 814.03 | 7,644.84 |
| 16230 INVENTORY- T-SHIRTS | 613.55 | 613.55 |
| 16240 ACCOUNTS RECEIVABLE | 0.00 | 439.19 |
| 16250 DEPOSITS | <u>2,230.00</u> | <u>2,230.00</u> |
| TOTAL OTHER ASSETS | 3,828.42 | 11,098.42 |
| FIXED ASSETS | | |
| 18000 IMPROVEMENTS | 15,064.68 | 15,064.68 |
| 18100 DEPRECIATION | <3,404.64> | <3,404.64> |
| 19000 OFFICE FURN./EQUIPMENT | 32,496.54 | 32,496.54 |
| 19100 ACCUMULATED DEPRECIATION | <u><24,882.63></u> | <u><24,882.63></u> |
| TOTAL FIXED ASSETS | 19,273.95 | 19,273.95 |
| TOTAL ASSETS | <u>\$ 474,802.45</u> | <u>494,303.32</u> |

Unaudited

RESIST, Inc.
Balance Sheet
As of December 31, 2001

Printed On: January 14, 2002

LIABILITIES AND CAPITAL

| | <i>THIS PERIOD</i> | <i>THIS PERIOD LAST YEAR</i> |
|---------------------------------|----------------------|------------------------------|
| CURRENT LIABILITIES | | |
| 20100 ACCOUNTS PAYABLE | \$ 0.00 | 6,337.93 |
| 20500 GRANTS PAYABLE | 43,000.00 | 43,000.00 |
| EMPLOYMENT TAX | 4,206.38 | 5,152.97 |
| 21085 ACCRUED VACATION | 4,710.43 | 4,710.43 |
| 29000 SECURITY DEPOSITS HELD | 1,500.00 | 1,500.00 |
| | <hr/> | <hr/> |
| TOTAL CURRENT LIABILITIES | 53,416.81 | 60,701.33 |
| LONG-TERM LIABILITIES | | |
| | <hr/> | <hr/> |
| TOTAL LONG-TERM LIABILITIES | 0.00 | 0.00 |
| | <hr/> | <hr/> |
| TOTAL LIABILITIES | 53,416.81 | 60,701.33 |
| CAPITAL | | |
| 29501 Fund Balance: Cohen Endmt | 10,022.62 | 10,022.62 |
| 29502 Fund Balance: Resist Endm | 50,754.03 | 50,754.03 |
| 29600 FUND BALANCE- GENERAL | 372,825.34 | 402,812.34 |
| CURRENT EQUITY | <12,216.35> | <29,987.00> |
| | <hr/> | <hr/> |
| TOTAL CAPITAL | 421,385.64 | 433,601.99 |
| | <hr/> | <hr/> |
| TOTAL LIABILITIES & CAPITAL | <u>\$ 474,802.45</u> | <u>494,303.32</u> |

Unaudited

RESIST, Inc.
Balance Sheet
As of December 31, 2001

Printed On: January 14, 2002

Subsidiary Ledger

BREAKDOWN BY ACCOUNT

OPERATING ACCT

| | | | |
|-------|-------------------------------|------------------|------------------|
| 10100 | SCHWAB OPERATING FUND | \$ 25,000.00 | 0.00 |
| 10199 | SCHWAB 1 - OPERATING | 7,926.71 | 28,583.66 |
| | TOTAL OPERATING-SCHWAB | 32,926.71 | 28,583.66 |

INVESTMENT ACCT

| | | | |
|-------|------------------------------|-------------------|-------------------|
| 14000 | INVESTMENTS/STOCKS | 905.53 | 390.25 |
| 15000 | STOCK VALUE GAIN/LOSS | <190.89> | 0.00 |
| 10293 | CITIZEN'S INDEX - INVESTMENT | 5,373.26 | 2,865.27 |
| 10295 | WOMEN'S EQUITY - INVESTMENT | 30,901.71 | 31,910.40 |
| 10296 | DOMINI SOC EQUITY - INVESTME | 97,500.45 | 145,113.35 |
| 10297 | CALVERT BALANCED FUND-INVS | 9,111.59 | 9,627.98 |
| 10298 | CALVERT BOND FND - INVESTME | 9,039.27 | 4,168.61 |
| 10299 | SCHWAB 1 - INVESTMENT | 1,164.05 | 937.66 |
| 11045 | CALVERT INVSTMNT BOND FND | 0.02 | 0.02 |
| 11046 | CALVERT INVSTMNT MGD GRTH | 4,619.18 | 4,881.01 |
| | TOTAL INVSTMNT FND | 158,424.17 | 199,894.55 |

RESIST LOAN FUND

| | | | |
|-------|-------------------------------------|------------------|------------------|
| 10399 | SCHWAB 1 - LOAN FUND | 13,878.84 | 13,444.53 |
| | TOTAL RESIST LOAN FND-SCHWAB | 13,878.84 | 13,444.53 |

RESIST ENDOWMENT

| | | | |
|-------|------------------------------------|------------------|------------------|
| 10400 | SCHWAB RESIST ENDOWMENT | 2,038.60 | 0.00 |
| 10494 | N & B - RESIST ENDWMT | 12,716.05 | 13,051.76 |
| 10498 | CALVERT BOND FND-ENDWMT | 57,051.25 | 54,115.45 |
| 10499 | SCHWAB 1 - ENDOWMENT | 4,002.40 | 2.40 |
| | TOTAL RESIST ENDWMNT-SCHWAB | 75,808.30 | 67,169.61 |

COHEN MEMORIAL FUND

| | | | |
|-------|-----------------------------------|-----------------|-----------------|
| 10500 | SCHWAB 1 - COHEN MEM FUND | 7.03 | 7.03 |
| 10596 | DOMINI-COHEN MEM FUND | 8,643.56 | 9,908.00 |
| | TOTAL COHEN MEM FND-SCHWAB | 8,650.59 | 9,915.03 |

HOLMES MEMORIAL FUND

| | | | |
|-------|---------------------------------|------------------|------------------|
| 10696 | DOMINI SOC EQUITY - HOLMES | 14,962.47 | 23,128.89 |
| 10699 | SCHWAB 1 - HOLMES | 154.08 | 38.70 |
| | TOTAL HOLMES FUND-SCHWAB | 15,116.55 | 23,167.59 |

| | | |
|-------------------------|-------------------|-------------------|
| TOTAL BY ACCOUNT | 304,805.16 | 342,174.97 |
|-------------------------|-------------------|-------------------|

BREAKDOWN BY INVESTMENT

| | | |
|----------------------------|-------------------|-------------------|
| Citizen's Index | 5,373.26 | 2,865.27 |
| Neuberger Berman | 12,716.05 | 13,051.76 |
| Women's Equity | 30,901.71 | 31,910.40 |
| Domini Social Equity | 121,106.48 | 178,150.24 |
| Calvert Balanced Fund | 13,730.77 | 14,508.99 |
| Calvert Bond | 66,090.54 | 58,284.08 |
| Schwab One | 27,126.08 | 43,006.95 |
| Stocks | 714.64 | 390.25 |
| Uninvested | 27,045.63 | 7.03 |
| TOTAL BY INVESTMENT | 304,805.16 | 342,174.97 |

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 2001

Printed On: January 25, 2002
 Ratio: Total Revenue

| | ***** THIS YEAR ***** | | | **BUDGET** | ***** LAST YEAR ***** | |
|---|-----------------------|-------------------|---------------|-------------------|-----------------------|-------------------|
| | Current Month | Y-T-D | Ratio | Budget | Current Month | Y-T-D |
| REVENUE | | | | | | |
| Revenue - Internal Mailings | | | | | | |
| 30400 CONTRIBUTIONS- PLEDGES | 129,882.50 | 129,882.50 | 21.44 | 140,000.00 | 135,996.75 | 135,996.75 |
| 30500 CONTRIBUTIONS- NEWSLETTER | 52,088.80 | 52,088.80 | 8.60 | 62,000.00 | 64,949.88 | 64,949.88 |
| 30600 CONTRIBUTIONS-ABC MAILING | 114,114.50 | 114,114.50 | 18.83 | 120,000.00 | 101,474.00 | 101,474.00 |
| Total Internal Mailings | 296,085.80 | 296,085.80 | 48.86 | 322,000.00 | 302,420.63 | 302,420.63 |
| Other Revenue | | | | | | |
| 31400 CONTRIBUTIONS-PROSPECTING | 52,352.78 | 52,352.78 | 8.64 | 31,500.00 | 11,824.50 | 11,824.50 |
| OTHER CONTRIBUTIONS | 266,199.75 | 266,199.75 | 43.93 | 162,000.00 | 220,009.88 | 220,009.88 |
| LIST SALES | 0.00 | 0.00 | 0.00 | 300.00 | 124.74 | 124.74 |
| 36001 T-SHIRT SALES | 446.00 | 446.00 | 0.07 | 2,200.00 | 1,148.00 | 1,148.00 |
| 37000 ROYAL TIES | 10.87 | 10.87 | 0.00 | 15.00 | 12.04 | 12.04 |
| 37500 FISCAL SPONSORSHIP FEE | 150.50 | 150.50 | 0.02 | 250.00 | 275.70 | 275.70 |
| INTEREST & DIVIDENDS | 13,115.31 | 13,115.31 | 2.16 | 25,400.00 | 18,432.25 | 18,432.25 |
| UNREALIZED GAIN/LOSS | <22,599.47> | <22,599.47> | <3.73> | 0.00 | <40,838.58> | <40,838.58> |
| STOCK SALE COMMISSIONS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 39050 MISCELLANEOUS INCOME | 174.10 | 174.10 | 0.03 | 50.00 | 266.52 | 266.52 |
| Total Other Revenue | 309,849.84 | 309,849.84 | 51.14 | 221,715.00 | 211,255.05 | 211,255.05 |
| TOTAL REVENUE | 605,935.64 | 605,935.64 | 100.00 | 543,715.00 | 513,675.68 | 513,675.68 |
| COST OF SALES | | | | | | |
| 36002 T-SHIRT COSTS | 0.00 | 0.00 | 0.00 | 1,500.00 | 601.42 | 601.42 |
| Total Cost of Sales | 0.00 | 0.00 | 0.00 | 1,500.00 | 601.42 | 601.42 |
| Gross Profit | 605,935.64 | 605,935.64 | 100.00 | 542,215.00 | 513,074.26 | 513,074.26 |
| EXPENSES | | | | | | |
| Internal Mailing Costs | | | | | | |
| PLEDGE COSTS | 6,262.83 | 6,262.83 | 1.03 | 7,500.00 | 6,348.58 | 6,348.58 |
| NEWSLETTER COSTS | 36,335.54 | 36,335.54 | 6.00 | 38,800.00 | 35,152.68 | 35,152.68 |
| NATIONAL LIST COSTS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| ABC MAILING COSTS | 9,830.08 | 9,830.08 | 1.62 | 9,900.00 | 6,238.13 | 6,238.13 |
| ZO COSTS | 0.00 | 0.00 | 0.00 | 3,400.00 | 176.14 | 176.14 |
| Total Internal Mailing Costs | 52,428.45 | 52,428.45 | 8.65 | 59,600.00 | 47,915.53 | 47,915.53 |
| PROSPECTING MAILING COSTS | 57,125.86 | 57,125.86 | 9.43 | 41,610.00 | 32,331.74 | 32,331.74 |
| Total Mailing Costs | 109,554.31 | 109,554.31 | 18.08 | 101,210.00 | 80,247.27 | 80,247.27 |
| Net Revenue After Mailing Costs | 496,381.33 | 496,381.33 | 81.92 | 441,005.00 | 432,826.99 | 432,826.99 |
| Program, General & Administrative Expenses | | | | | | |
| FISCAL SPONSOR GRANTS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| RESIST GRANTS PAID OUT | 302,450.00 | 302,450.00 | 49.91 | 260,000.00 | 243,900.00 | 243,900.00 |
| OTHER FUNDRAISING COSTS | 839.34 | 839.34 | 0.14 | 3,050.00 | 1,611.50 | 1,611.50 |
| PERSONNEL | 150,768.02 | 150,768.02 | 24.88 | 188,642.00 | 159,977.54 | 159,977.54 |
| OCCUPANCY | 31,028.88 | 31,028.88 | 5.12 | 30,500.00 | 26,170.89 | 26,170.89 |
| OFFICE EXPENSES | 7,157.28 | 7,157.28 | 1.18 | 15,750.00 | 13,941.22 | 13,941.22 |
| GRANT PROGRAM | 894.98 | 894.98 | 0.15 | 2,600.00 | 1,315.79 | 1,315.79 |
| POSTAGE | 2,156.51 | 2,156.51 | 0.36 | 2,800.00 | 1,812.59 | 1,812.59 |
| 54000 TRAVEL | 10.00 | 10.00 | 0.00 | 1,200.00 | 1,018.35 | 1,018.35 |
| 54200 STAFF DEVELOPMENT | 795.00 | 795.00 | 0.13 | 3,000.00 | 2,345.00 | 2,345.00 |
| 54500 CONFERENCES/MEETINGS | 392.60 | 392.60 | 0.06 | 1,000.00 | 383.08 | 383.08 |
| ADVERTISING & OUTREACH | 2,635.00 | 2,635.00 | 0.43 | 4,500.00 | 2,637.60 | 2,637.60 |
| 55500 REPAIRS AND MAINTENANCE | 1,111.22 | 1,111.22 | 0.18 | 400.00 | 222.96 | 222.96 |
| PROFESSIONAL FEES | 7,727.50 | 7,727.50 | 1.28 | 11,500.00 | 6,737.50 | 6,737.50 |
| 57000 INSURANCE- OFFICE | 2,003.00 | 2,003.00 | 0.33 | 2,000.00 | 1,006.16 | 1,006.16 |
| BOARD EXPENSES | 8,171.58 | 8,171.58 | 1.35 | 6,250.00 | 5,377.96 | 5,377.96 |
| OTHER EXPENSES | 2,272.43 | 2,272.43 | 0.38 | 5,975.00 | 7,958.86 | 7,958.86 |
| Total Program, G & A Expenses | 520,413.34 | 520,413.34 | 85.89 | 539,167.00 | 476,417.00 | 476,417.00 |

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 2001

Printed On: January 25, 2002
 Ratio: Total Revenue

| | ***** THIS YEAR ***** | | | **BUDGET** Budget | ***** LAST YEAR ***** | |
|-----------------------------------|--------------------------|--------------------------|---------------------|--------------------------|--------------------------|--------------------------|
| | Current Month | Y-T-D | Ratio | | Current Month | Y-T-D |
| Other Income & Expenses | | | | | | |
| 81000 RENTAL INCOME | <10,732.59> | <10,732.59> | <1.77> | <10,800.00> | <12,502.75> | <12,502.75> |
| 81100 OCCUPANCY INCOME | <1,083.07> | <1,083.07> | <0.18> | <4,200.00> | <1,100.26> | <1,100.26> |
| Total Other Income/Expense | <u><11,815.66></u> | <u><11,815.66></u> | <u><1.95></u> | <u><15,000.00></u> | <u><13,603.01></u> | <u><13,603.01></u> |
| Total Expenses | <u>508,597.68</u> | <u>508,597.68</u> | 83.94 | <u>524,167.00</u> | <u>462,813.99</u> | <u>462,813.99</u> |
| NET INCOME (LOSS) | <u><12,216.35></u> | <u><12,216.35></u> | <u><2.02></u> | <u><83,162.00></u> | <u><29,987.00></u> | <u><29,987.00></u> |

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 2001

Printed On: January 25, 2002
Ratio: Total Revenue

| | ***** THIS YEAR ***** | | | **BUDGET** | ***** LAST YEAR ***** | |
|-----------------------------------|-----------------------|-------------------|--------------|-------------------|-----------------------|-------------------|
| | Current Month | Y-T-D | Ratio | Budget | Current Month | Y-T-D |
| SUBSIDIARY SCHEDULE | | | | | | |
| OTHER CONTRIBUTIONS | | | | | | |
| 32010 CONTRIBUTIONS-RESTRICTED | 5,670.00 | 5,670.00 | 0.94 | 7,000.00 | 5,200.00 | 5,200.00 |
| 32020 CONTRIBUTIONS- STOCKS | 26,758.08 | 26,758.08 | 4.42 | 35,000.00 | 21,749.88 | 21,749.88 |
| 32040 CONTRIBUTIONS-FOUNDATIONS | 110,842.92 | 110,842.92 | 18.29 | 60,000.00 | 95,184.00 | 95,184.00 |
| 32050 CONTRIBUTIONS-UNSOLICITED | 122,928.75 | 122,928.75 | 20.29 | 60,000.00 | 97,876.00 | 97,876.00 |
| | <u>266,199.75</u> | <u>266,199.75</u> | <u>43.93</u> | <u>162,000.00</u> | <u>220,009.88</u> | <u>220,009.88</u> |
| LIST SALES | | | | | | |
| 35110 LIST SALES NAMES IN NEWS | 0.00 | 0.00 | 0.00 | 300.00 | 124.74 | 124.74 |
| | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>300.00</u> | <u>124.74</u> | <u>124.74</u> |
| SALES | | | | | | |
| 36001 T-SHIRT SALES | 446.00 | 446.00 | 0.07 | 2,200.00 | 1,148.00 | 1,148.00 |
| 36002 T-SHIRT COSTS | 0.00 | 0.00 | 0.00 | <1,500.00> | <601.42> | <601.42> |
| | <u>446.00</u> | <u>446.00</u> | <u>0.07</u> | <u>700.00</u> | <u>546.58</u> | <u>546.58</u> |
| INTEREST & DIVIDENDS | | | | | | |
| 38093 INT&DIVIDENDS CITIZEN'S | 74.89 | 74.89 | 0.01 | 0.00 | 143.00 | 143.00 |
| 38095 INT&DIVIDENDS - WOMEN'S EQU | 0.00 | 0.00 | 0.00 | 0.00 | 2,179.79 | 2,179.79 |
| 38096 INT&DIVIDENDS - DOMINI | 67.99 | 67.99 | 0.01 | 0.00 | 4,911.59 | 4,911.59 |
| 38097 INT&DIVIDENDS - CALVERT BAL | 200.54 | 200.54 | 0.03 | 0.00 | 1,547.19 | 1,547.19 |
| 38098 INT&DIVIDENDS - CALVERT BON | 3,343.60 | 3,343.60 | 0.55 | 0.00 | 4,030.01 | 4,030.01 |
| 38099 INT&DIVIDENDS - SCHWAB ONE | 1,437.39 | 1,437.39 | 0.24 | 0.00 | 3,623.44 | 3,623.44 |
| 38001 BANK INTEREST - CAMBRIDGE T | 2,389.33 | 2,389.33 | 0.39 | 2,000.00 | 2,039.68 | 2,039.68 |
| 38002 STOCK DIVIDENDS | 0.00 | 0.00 | 0.00 | 8,500.00 | 50.00 | 50.00 |
| 38006 UNREALIZED G/L ON INVSTMT | 5,601.57 | 5,601.57 | 0.92 | 15,000.00 | 0.00 | 0.00 |
| 38007 COMMISSION ON STOCK SALE | 0.00 | 0.00 | 0.00 | <100.00> | <92.45> | <92.45> |
| | <u>13,115.31</u> | <u>13,115.31</u> | <u>2.16</u> | <u>25,400.00</u> | <u>18,432.25</u> | <u>18,432.25</u> |
| UNREALIZED GAIN/LOSS | | | | | | |
| 38500 GAIN/LOSS - MISC | <218.05> | <218.05> | <0.04> | 0.00 | <276.50> | <276.50> |
| 38550 REALIZED GAINS | 0.00 | 0.00 | 0.00 | 0.00 | 6.80 | 6.80 |
| 38560 REALIZED LOSSES | 0.00 | 0.00 | 0.00 | 0.00 | <3,671.10> | <3,671.10> |
| 38593 GAIN/LOSS - CITIZENS INDEX | <1,557.78> | <1,557.78> | <0.26> | 0.00 | <754.83> | <754.83> |
| 38594 GAIN/LOSS - NEUBERGER BERM | <544.09> | <544.09> | <0.09> | 0.00 | 1,036.59 | 1,036.59 |
| 38595 GAIN/LOSS - WOMEN'S EQUITY | <1,830.11> | <1,830.11> | <0.30> | 0.00 | <1,384.85> | <1,384.85> |
| 38596 GAIN/LOSS - DOMINI | <21,614.88> | <21,614.88> | <3.57> | 0.00 | <33,139.07> | <33,139.07> |
| 38597 GAIN/LOSS - CALVERT BALANCE | <1,300.95> | <1,300.95> | <0.21> | 0.00 | <1,900.89> | <1,900.89> |
| 38598 GAIN/LOSS - CALVERT BOND | 4,466.39 | 4,466.39 | 0.74 | 0.00 | <755.24> | <755.24> |
| 38599 GAIN/LOSS - SCHWAB ONE | 0.00 | 0.00 | 0.00 | 0.00 | 0.51 | 0.51 |
| | <u>22,599.47</u> | <u>22,599.47</u> | <u>3.73</u> | <u>0.00</u> | <u>40,838.58</u> | <u>40,838.58</u> |
| PLEDGE COSTS | | | | | | |
| 41101 PRINTING-PLEDGES | 2,458.89 | 2,458.89 | 0.41 | 3,000.00 | 2,199.50 | 2,199.50 |
| 41102 POSTAGE- PLEDGES | 1,871.71 | 1,871.71 | 0.31 | 2,500.00 | 2,016.82 | 2,016.82 |
| 41103 MAILHOUSE- PLEDGES | 1,932.23 | 1,932.23 | 0.32 | 2,000.00 | 2,132.26 | 2,132.26 |
| | <u>6,262.83</u> | <u>6,262.83</u> | <u>1.03</u> | <u>7,500.00</u> | <u>6,348.58</u> | <u>6,348.58</u> |
| NEWSLETTER COSTS | | | | | | |
| 42101 PRINTING NEWSLETTER | 20,084.37 | 20,084.37 | 3.31 | 24,000.00 | 20,900.19 | 20,900.19 |
| 42102 POSTAGE- NEWSLETTER | 8,612.43 | 8,612.43 | 1.42 | 7,500.00 | 8,349.61 | 8,349.61 |
| 42103 MAILHOUSE- NEWSLETTER | 7,128.74 | 7,128.74 | 1.18 | 5,400.00 | 5,272.88 | 5,272.88 |
| 42104 CONSULTANTS-NEWSLETTER | 0.00 | 0.00 | 0.00 | 1,200.00 | 0.00 | 0.00 |
| 42105 PHOTOS/GRAPHICS NEWSLETR | 510.00 | 510.00 | 0.08 | 700.00 | 580.00 | 580.00 |
| 42107 MISC. EXP.-NEWSLETTER | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | 50.00 |
| | <u>36,335.54</u> | <u>36,335.54</u> | <u>6.00</u> | <u>38,800.00</u> | <u>35,152.68</u> | <u>35,152.68</u> |
| NATIONAL LIST COSTS | | | | | | |
| | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 2001

Printed On: January 25, 2002
Ratio: Total Revenue

| | ***** THIS YEAR ***** | | | **BUDGET** | ***** LAST YEAR ***** | |
|----------------------------------|-----------------------|-------------------|--------|-------------------|-----------------------|-------------------|
| | SUBSIDIARY SCHEDULE | | | | | |
| | Current Month | Y-T-D | Ratio | Budget | Current Month | Y-T-D |
| ABC MAILING COSTS | | | | | | |
| 44101 PRINTING-ABC MAILINGS | 3,434.00 | 3,434.00 | 0.57 | 4,000.00 | 1,495.61 | 1,495.61 |
| 44102 POSTAGE-ABC MAILINGS | 3,608.64 | 3,608.64 | 0.60 | 3,800.00 | 1,713.96 | 1,713.96 |
| 44103 MAILHOUSE- ABC MAILINGS | 2,787.44 | 2,787.44 | 0.46 | 2,100.00 | 3,028.56 | 3,028.56 |
| | <u>9,830.08</u> | <u>9,830.08</u> | 1.62 | <u>9,900.00</u> | <u>6,238.13</u> | <u>6,238.13</u> |
| Z0 COSTS | | | | | | |
| 45101 PRINTING- Z0 MAILINGS | 0.00 | 0.00 | 0.00 | 700.00 | 0.00 | 0.00 |
| 45102 POSTAGE- Z0 MAILINGS | 0.00 | 0.00 | 0.00 | 200.00 | 176.14 | 176.14 |
| 45103 MAILHOUSE- Z0 MAILINGS | 0.00 | 0.00 | 0.00 | 2,500.00 | 0.00 | 0.00 |
| | <u>0.00</u> | <u>0.00</u> | 0.00 | <u>3,400.00</u> | <u>176.14</u> | <u>176.14</u> |
| PROSPECTING MAILING COSTS | | | | | | |
| 47101 PRINTING- PROSPECTING | 23,853.34 | 23,853.34 | 3.94 | 19,000.00 | 15,511.26 | 15,511.26 |
| 47102 POSTAGE- PROSPECTING | 13,133.54 | 13,133.54 | 2.17 | 13,000.00 | 8,401.36 | 8,401.36 |
| 47103 MAILHOUSE-PROSPECTING | 6,308.27 | 6,308.27 | 1.04 | 5,610.00 | 2,868.39 | 2,868.39 |
| 47104 CONSULTANTS-PROSPECTING | 6,950.00 | 6,950.00 | 1.15 | 1,500.00 | 0.00 | 0.00 |
| 47107 LIST RENTALS-PROSPECTING | 6,880.71 | 6,880.71 | 1.14 | 2,500.00 | 5,550.73 | 5,550.73 |
| | <u>57,125.86</u> | <u>57,125.86</u> | 9.43 | <u>41,610.00</u> | <u>32,331.74</u> | <u>32,331.74</u> |
| FISCAL SPONSOR GRANTS | | | | | | |
| 49411 NWRCC: IN | <2,859.50> | <2,859.50> | <0.47> | <4,500.00> | <5,238.30> | <5,238.30> |
| 49412 NWRCC: OUT | 2,859.50 | 2,859.50 | 0.47 | 4,500.00 | 5,238.30 | 5,238.30 |
| | <u>0.00</u> | <u>0.00</u> | 0.00 | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| RESIST GRANTS PAID OUT | | | | | | |
| 49509 RESIST MULTIYEAR GRANTS PD | 48,000.00 | 48,000.00 | 7.92 | 50,000.00 | 32,000.00 | 32,000.00 |
| 49510 RESIST GRANTS PAID OUT | 251,450.00 | 251,450.00 | 41.50 | 200,000.00 | 203,900.00 | 203,900.00 |
| 49512 SALZMAN GRANTS PAID OUT | 3,000.00 | 3,000.00 | 0.50 | 7,500.00 | 4,000.00 | 4,000.00 |
| 49514 HOLMES GRANTS PAID OUT | 0.00 | 0.00 | 0.00 | 2,500.00 | 4,000.00 | 4,000.00 |
| | <u>302,450.00</u> | <u>302,450.00</u> | 49.91 | <u>260,000.00</u> | <u>243,900.00</u> | <u>243,900.00</u> |
| OTHER FUNDRAISING COSTS | | | | | | |
| 49601 THANK YOU CARDS-COST | 126.60 | 126.60 | 0.02 | 50.00 | 0.00 | 0.00 |
| 49602 THANK YOU CARDS-PRINTING | 55.00 | 55.00 | 0.01 | 100.00 | 40.00 | 40.00 |
| 49603 THANK YOU CARDS- POSTAGE | 657.74 | 657.74 | 0.11 | 500.00 | 571.49 | 571.49 |
| 49610 PROMO T-SHIRT GIFTS | 0.00 | 0.00 | 0.00 | 400.00 | 109.99 | 109.99 |
| 49620 OTHER FUNDRAISING COSTS | 0.00 | 0.00 | 0.00 | 2,000.00 | 890.02 | 890.02 |
| | <u>839.34</u> | <u>839.34</u> | 0.14 | <u>3,050.00</u> | <u>1,611.50</u> | <u>1,611.50</u> |
| PERSONNEL | | | | | | |
| 50110 GROSS PAY | 118,307.18 | 118,307.18 | 19.52 | 149,000.00 | 127,974.30 | 127,974.30 |
| 50120 EMPLOYER TAXES (Rfca,DES | 11,023.25 | 11,023.25 | 1.82 | 14,000.00 | 12,684.90 | 12,684.90 |
| 50125 RETIREMENT MATCH | 4,244.36 | 4,244.36 | 0.70 | 5,960.00 | 3,139.56 | 3,139.56 |
| 50130 STAFF HEALTH INSURANCE | 12,519.71 | 12,519.71 | 2.07 | 17,232.00 | 11,332.16 | 11,332.16 |
| 50140 WORKER'S COMPENSATION | 469.00 | 469.00 | 0.08 | 450.00 | 550.00 | 550.00 |
| 50150 CONSULTANTS | 4,204.52 | 4,204.52 | 0.69 | 2,000.00 | 4,296.62 | 4,296.62 |
| | <u>150,768.02</u> | <u>150,768.02</u> | 24.88 | <u>188,642.00</u> | <u>159,977.54</u> | <u>159,977.54</u> |
| OCCUPANCY | | | | | | |
| 51000 RENT | 27,587.50 | 27,587.50 | 4.55 | 27,000.00 | 24,075.00 | 24,075.00 |
| 51100 OCCUPANCY | 3,441.38 | 3,441.38 | 0.57 | 3,500.00 | 2,095.89 | 2,095.89 |
| | <u>31,028.88</u> | <u>31,028.88</u> | 5.12 | <u>30,500.00</u> | <u>26,170.89</u> | <u>26,170.89</u> |

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 2001

Printed On: January 25, 2002
 Ratio: Total Revenue

| | ***** THIS YEAR ***** | | | **BUDGET** | ***** LAST YEAR ***** | |
|-----------------------------------|--------------------------|--------------------------|----------------------|--------------------------|--------------------------|--------------------------|
| | Current Month | Y-T-D | Ratio | Budget | Current Month | Y-T-D |
| SUBSIDIARY SCHEDULE | | | | | | |
| OFFICE EXPENSES | | | | | | |
| 51500 TELEPHONE | 3,194.10 | 3,194.10 | 0.53 | 3,000.00 | 3,441.53 | 3,441.53 |
| 51700 INTERNET | 784.35 | 784.35 | 0.13 | 1,000.00 | 525.80 | 525.80 |
| 52010 OFFICE SUPPLIES | 2,279.79 | 2,279.79 | 0.38 | 2,500.00 | 3,984.34 | 3,984.34 |
| 52020 OFFICE XEROX | 19.60 | 19.60 | 0.00 | 100.00 | 0.00 | 0.00 |
| 52040 OFFICE LIBRARY | 156.50 | 156.50 | 0.03 | 400.00 | 0.00 | 0.00 |
| 52050 OFFICE PRINTING | 350.00 | 350.00 | 0.06 | 2,500.00 | 465.65 | 465.65 |
| 52060 MINOR OFFICE EQUIPMENT | 297.64 | 297.64 | 0.05 | 5,000.00 | 5,434.20 | 5,434.20 |
| 52070 BANK CHARGES | 75.30 | 75.30 | 0.01 | 1,250.00 | 89.70 | 89.70 |
| | <u>7,157.28</u> | <u>7,157.28</u> | <u>1.18</u> | <u>15,750.00</u> | <u>13,941.22</u> | <u>13,941.22</u> |
| GRANT PROGRAM | | | | | | |
| 52501 PRINTING-GRANT PROGRAM | 336.95 | 336.95 | 0.06 | 1,500.00 | 930.74 | 930.74 |
| 52502 POSTAGE-GRANT PROGRAM | 558.03 | 558.03 | 0.09 | 900.00 | 385.05 | 385.05 |
| 52540 LIBRARY-GRANT PROGRAM | 0.00 | 0.00 | 0.00 | 200.00 | 0.00 | 0.00 |
| | <u>894.98</u> | <u>894.98</u> | <u>0.15</u> | <u>2,600.00</u> | <u>1,315.79</u> | <u>1,315.79</u> |
| POSTAGE | | | | | | |
| 53010 OFFICE POSTAGE | 498.77 | 498.77 | 0.08 | 1,700.00 | 1,129.21 | 1,129.21 |
| 53020 UPS | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 |
| 53030 POSTAGE DUE/BRE ENVELOPES | 1,657.74 | 1,657.74 | 0.27 | 1,000.00 | 683.38 | 683.38 |
| | <u>2,156.51</u> | <u>2,156.51</u> | <u>0.36</u> | <u>2,800.00</u> | <u>1,812.59</u> | <u>1,812.59</u> |
| ADVERTISING & OUTREACH | | | | | | |
| 55101 ADVERTISING | 1,635.00 | 1,635.00 | 0.27 | 4,500.00 | 2,637.60 | 2,637.60 |
| 55102 BROCHURE | 1,000.00 | 1,000.00 | 0.17 | 0.00 | 0.00 | 0.00 |
| | <u>2,635.00</u> | <u>2,635.00</u> | <u>0.43</u> | <u>4,500.00</u> | <u>2,637.60</u> | <u>2,637.60</u> |
| PROFESSIONAL FEES | | | | | | |
| 56010 LEGAL FEES | 0.00 | 0.00 | 0.00 | 500.00 | 0.00 | 0.00 |
| 56020 ACCOUNTING FEES | 7,727.50 | 7,727.50 | 1.28 | 8,000.00 | 6,737.50 | 6,737.50 |
| 56030 PROFESSIONAL FEES | 0.00 | 0.00 | 0.00 | 3,000.00 | 0.00 | 0.00 |
| | <u>7,727.50</u> | <u>7,727.50</u> | <u>1.28</u> | <u>11,500.00</u> | <u>6,737.50</u> | <u>6,737.50</u> |
| BOARD EXPENSES | | | | | | |
| 58001 BOARD XEROX | 2,409.16 | 2,409.16 | 0.40 | 2,000.00 | 1,834.15 | 1,834.15 |
| 58002 BOARD POSTAGE/UPS | 488.56 | 488.56 | 0.08 | 1,000.00 | 764.77 | 764.77 |
| 58003 BOARD TRAVEL | 2,779.16 | 2,779.16 | 0.46 | 2,000.00 | 2,048.80 | 2,048.80 |
| 58004 BOARD FOOD/MEETINGS | 1,569.70 | 1,569.70 | 0.26 | 600.00 | 603.46 | 603.46 |
| 58005 BOARD OUTREACH | 0.00 | 0.00 | 0.00 | 150.00 | 126.78 | 126.78 |
| 58006 BOARD EXPENSE: OTHER | 925.00 | 925.00 | 0.15 | 500.00 | 0.00 | 0.00 |
| | <u>8,171.58</u> | <u>8,171.58</u> | <u>1.35</u> | <u>6,250.00</u> | <u>5,377.96</u> | <u>5,377.96</u> |
| OTHER EXPENSES | | | | | | |
| 59020 DUES AND FEES | 2,033.10 | 2,033.10 | 0.34 | 1,700.00 | 1,210.00 | 1,210.00 |
| 59030 TAX PENALTIES & INTEREST | 0.00 | 0.00 | 0.00 | 125.00 | 0.00 | 0.00 |
| 59040 OTHER PENALTIES/FINES | 0.00 | 0.00 | 0.00 | 50.00 | 50.00 | 50.00 |
| 59060 MISCELLANEOUS EXPENSE | 239.33 | 239.33 | 0.04 | 100.00 | 164.88 | 164.88 |
| 59090 DEPRECIATION | 0.00 | 0.00 | 0.00 | 4,000.00 | 6,533.98 | 6,533.98 |
| | <u>2,272.43</u> | <u>2,272.43</u> | <u>0.38</u> | <u>5,975.00</u> | <u>7,958.86</u> | <u>7,958.86</u> |
| OTHER INCOME/EXPENSE | | | | | | |
| 81000 RENTAL INCOME | <10,732.59> | <10,732.59> | <-1.77> | <10,800.00> | <12,502.75> | <12,502.75> |
| 81100 OCCUPANCY INCOME | <1,083.07> | <1,083.07> | <-0.18> | <4,200.00> | <1,100.26> | <1,100.26> |
| | <u><11,815.66></u> | <u><11,815.66></u> | <u><-1.95></u> | <u><15,000.00></u> | <u><13,603.01></u> | <u><13,603.01></u> |

Unaudited

Solicitation Results by Campaign
All Transactions FY2001

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|--------------|------|------------|----------|--------------|--------|-------------|---------------|
| | | \$1,100.00 | \$200.00 | \$550.00 | 12 | 2 | 17% |
| | | \$1,100.00 | \$200.00 | \$550.00 | 24 | 2 | 8% |

ABC House Mailing

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|------------------------------------|-------------|--------------|--------------|--------------|--------|-------------|---------------|
| ABC Mailing | | \$823.00 | \$823.00 | \$43.32 | 0 | 19 | |
| Dec2000 ABC | \$10,000.00 | \$26,375.00 | \$25,325.00 | \$105.50 | 2794 | 250 | 9% |
| Dec2001 ABC | | \$35,287.00 | \$35,287.00 | \$83.22 | 4309 | 424 | 10% |
| July2001ABC | | \$11,581.25 | \$11,581.25 | \$50.35 | 3109 | 230 | 7% |
| March2001 | | \$20,684.00 | \$20,504.00 | \$61.74 | 3100 | 335 | 11% |
| May 2000 ABC | | \$730.00 | \$730.00 | \$45.63 | 3092 | 16 | 1% |
| Sept2000 Pledge Driv | | \$210.00 | \$210.00 | \$105.00 | 2500 | 2 | 0% |
| Sept2001 ABC | | \$12,969.25 | \$12,789.25 | \$53.37 | 3300 | 243 | 7% |
| Total for ABC House Mailing | | \$108,659.50 | \$107,249.50 | \$71.53 | 22204 | 1519 | 7% |

Newsletter

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|-----------------------------|------|-------------|-------------|--------------|--------|-------------|---------------|
| Newsletter | | \$55,847.90 | \$55,537.90 | \$66.33 | 0 | 842 | |
| T-Shirt | | \$446.00 | \$446.00 | \$22.30 | 0 | 20 | |
| Total for Newsletter | | \$56,293.90 | \$55,983.90 | \$65.31 | 0 | 862 | |

Resist, Inc
Solicitation Results by Campaign
All Transactions FY2001

None

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|-----------------------|------|---------------------|---------------------|-------------------|-------------|-------------|---------------|
| Foundation | | \$90,833.00 | \$97,883.00 | \$3,493.58 | 0 | 26 | |
| Misc-358 | | \$18.00 | \$18.00 | \$2.00 | 0 | 9 | |
| NWTRCC | | \$3,110.00 | \$3,110.00 | \$91.47 | 0 | 34 | |
| UnSolicited | | \$174,782.77 | \$174,707.77 | \$1,986.17 | 0 | 88 | |
| Z1-renewal | | \$80.00 | \$80.00 | \$26.67 | 1061 | 3 | 0% |
| Total for None | | \$268,823.77 | \$275,798.77 | \$1,680.15 | 1061 | 160 | 0% |

Pledge

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|-------------------------|------|---------------------|---------------------|-----------------|----------|-------------|---------------|
| Pledge Letter | | \$156,633.31 | \$141,780.50 | \$233.09 | 0 | 672 | |
| Total for Pledge | | \$156,633.31 | \$141,780.50 | \$233.09 | 0 | 672 | |

Prosp 1999

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|-----------------------------|--------------------|----------------|----------------|----------------|--------------|-------------|---------------|
| Prosp99-1 | \$3,235.00 | \$25.00 | \$25.00 | \$25.00 | 16166 | 1 | 0% |
| Total for Prosp 1999 | \$11,895.00 | \$25.00 | \$25.00 | \$25.00 | 16166 | 1 | 0% |

Prosp 2000

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|----------------------|------------|------------|------------|--------------|--------|-------------|---------------|
| A00 - ZMag 2000 | \$3,467.10 | \$3,025.00 | \$3,025.00 | \$75.63 | 9906 | 40 | 0% |
| B00 - WFP | \$2,555.00 | \$1,013.00 | \$1,013.00 | \$38.96 | 7300 | 26 | 0% |
| C00 - Progressiv2000 | \$7,098.00 | \$2,340.00 | \$2,340.00 | \$73.13 | 20280 | 32 | 0% |
| D00 - NTF 2000 | \$4,652.55 | \$620.00 | \$620.00 | \$28.18 | 13293 | 22 | 0% |

Solicitation Results by Campaign
All Transactions FY2001

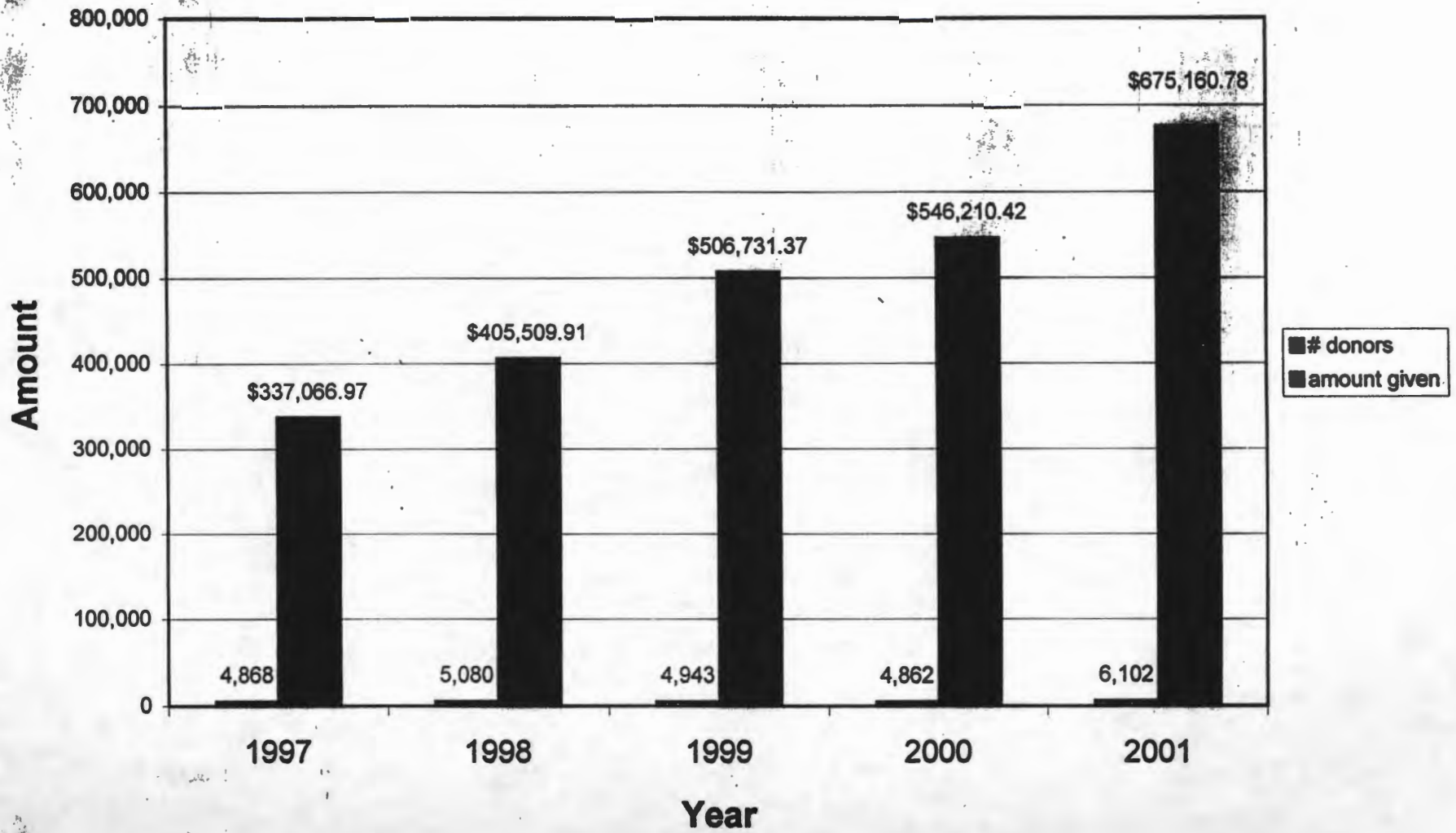
Prosp 2000

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|-----------------------------|--------------------|--------------------|--------------------|---------------------|---------------|--------------------|----------------------|
| E00 - CISPES2000 | \$1,477.70 | \$415.00 | \$415.00 | \$37.73 | 4222 | 11 | 0% |
| F00 - BWF2000 | \$377.30 | \$220.00 | \$220.00 | \$36.67 | 1078 | 6 | 1% |
| G00 - Greensboro2000 | \$730.00 | \$285.00 | \$285.00 | \$31.67 | 2083 | 9 | 0% |
| Prosp2000 | \$0.00 | \$6,855.00 | \$6,855.00 | \$81.61 | 0 | 84 | |
| Total for Prosp 2000 | \$21,000.00 | \$14,773.00 | \$14,773.00 | \$64.23 | 58162 | 230 | 0% |

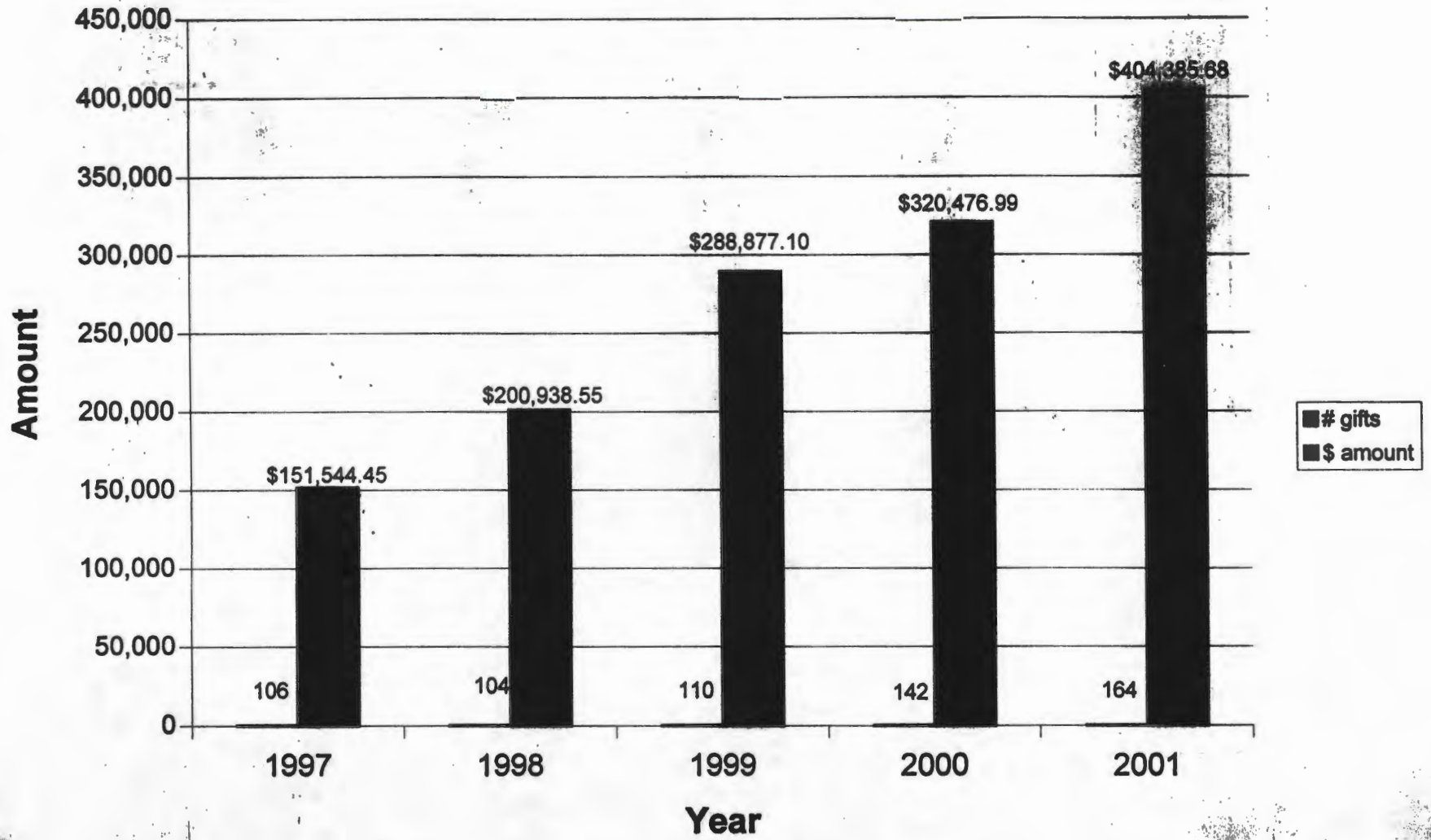
Prospect

| Solicitation | Goal | Committed | Received | Average Gift | # Sent | # Responses | Response Rate |
|---------------------------|-------------|--------------------|--------------------|---------------------|---------------|--------------------|----------------------|
| Prosp2001-03 | \$10,200.00 | \$17,258.45 | \$16,538.45 | \$43.36 | 34277 | 398 | 1% |
| Prosp2001-05 | \$8,200.00 | \$6,429.00 | \$6,429.00 | \$37.16 | 23686 | 173 | 1% |
| Prosp2001-10 | \$15,996.00 | \$17,663.33 | \$17,543.33 | \$37.26 | 40641 | 474 | 1% |
| Prospect | | \$110.00 | \$110.00 | \$36.67 | 0 | 3 | |
| Total for Prospect | | \$41,460.78 | \$40,620.78 | \$39.56 | 98604 | 1048 | 1% |

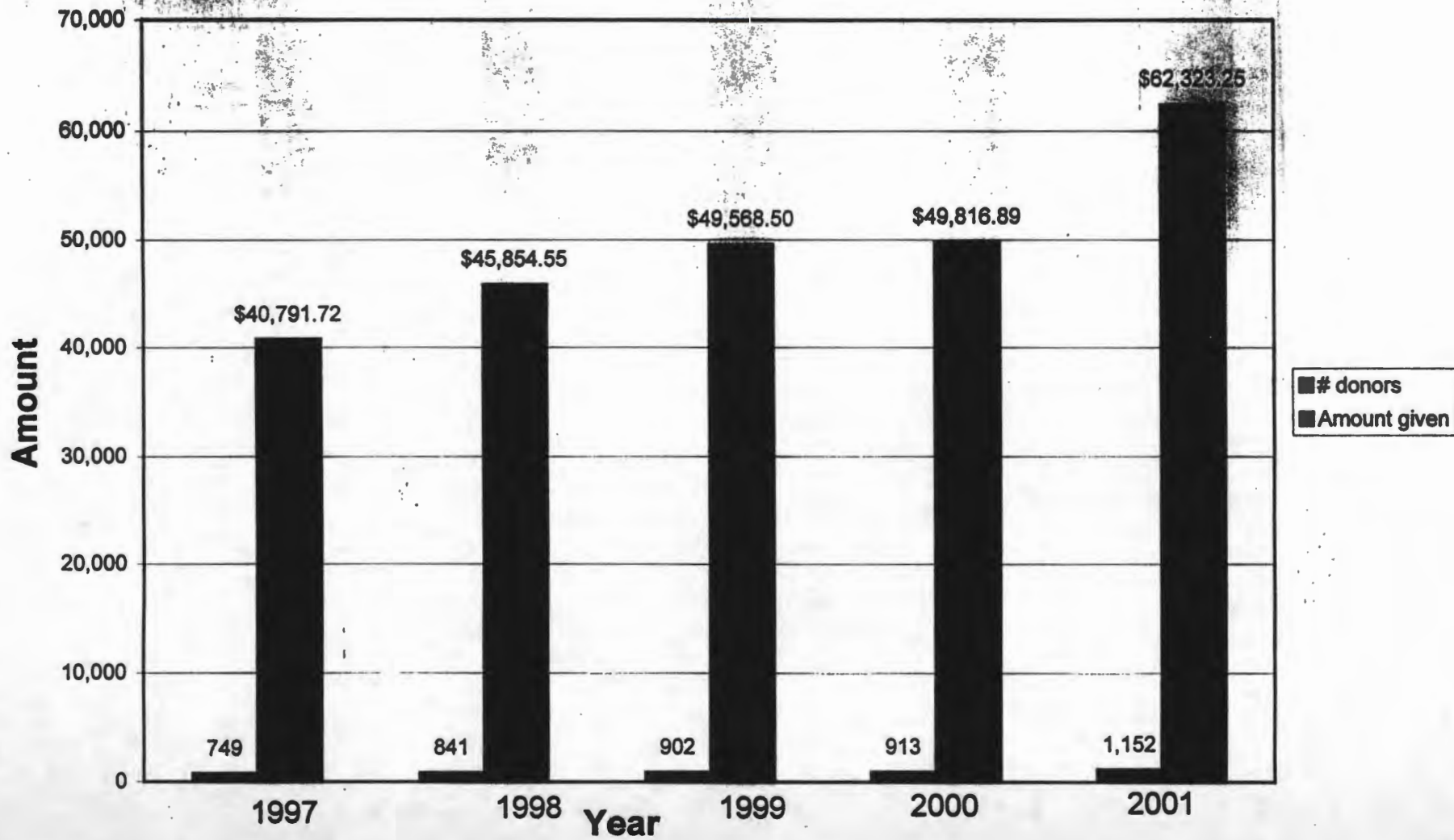
All Donations



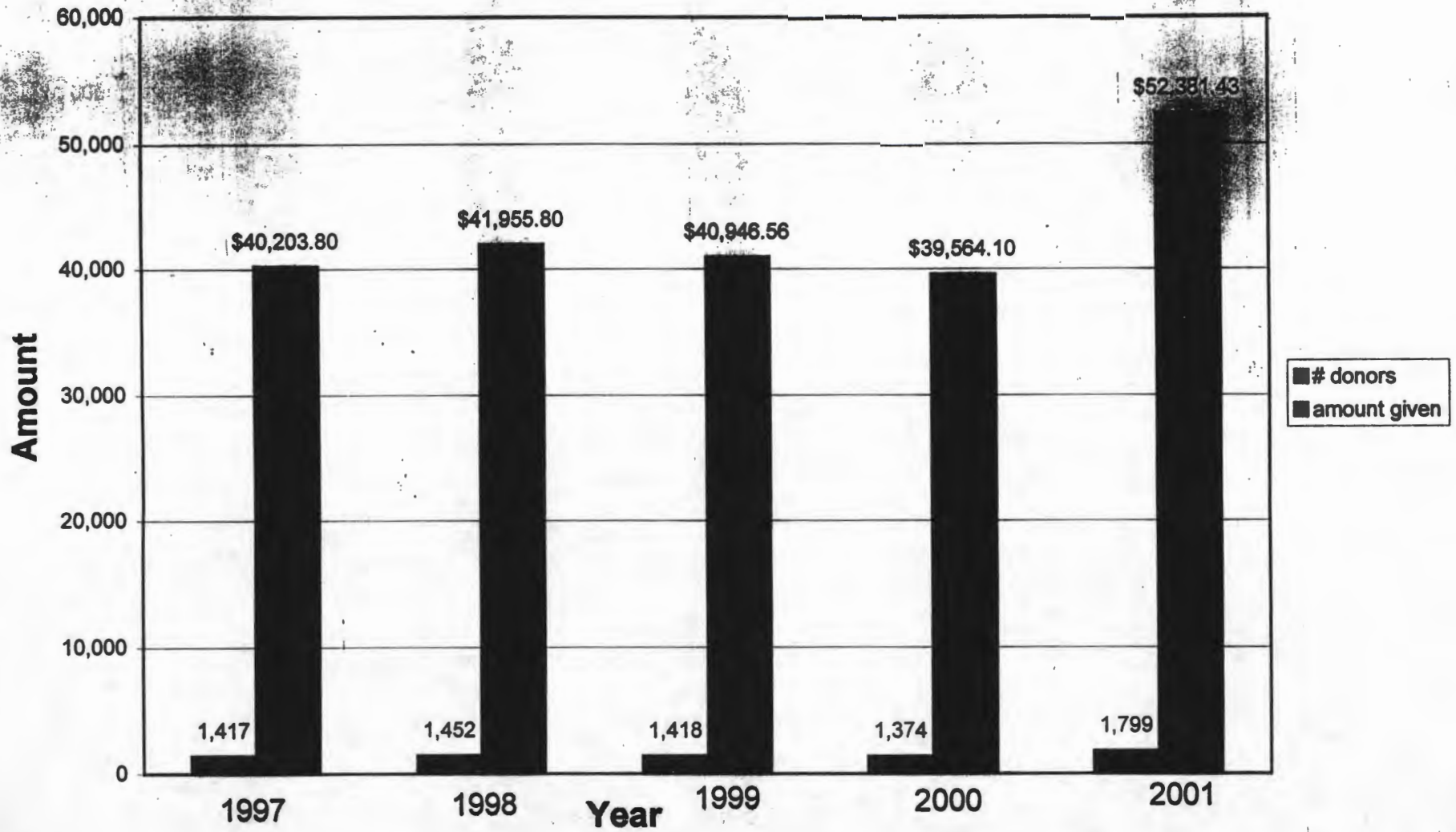
Donors of \$500 or more



Donors of \$50- \$100



Donors of \$25-\$50



February 1, 2002

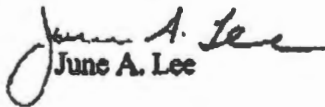
Resist
259 Elm Street
Suite 201
Somerville, MA 02144

Dear Resist Board Members,

I respectfully submit my resignation from the Board of Resist. I am not able to fulfill the commitments of a Board member in the manner that I would prefer.

I learned a great deal from my exposure to Resist, the various organizations applying to Resist for funding and the experiences and perspectives of the Resist Board Members. Thank you for your efforts and commitment. I wish you all a happy and safe new year.

Sincerely,


June A. Lee

a call to

RESIST

illegitimate authority

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

Board of Directors

Eileen Bolinsky
Robin Carton
Pam Chamberlain
Kate Cloud
Ty dePass

To: Kay Mathew, Marc Miller, Rebecca Howse-Mischel, Jean Smith
From: Robin Carton
Re: Grant Committee Meeting
Date: January 2, 2002

June Lee
Kay Mathew
Marc S. Miller
Jorge Rogachevsky
Henry Rosemont, Jr.
Carol Schacher
Abby Scher
Nancy Wechsler

I. Initial weed out of grant proposals.

II. Set agenda for 2002

A. Issues already on the table:

~ review of application-

~outreach campaign

Board of Advisors

Frank Brodhead
Bell Chevigny
Noam Chomsky*
Tess Ewing
Norm Fruchter
Rena Scott Gray
Debra Kay Jefferson
Frank Joyce
Louis Kampf*
Hans Koning*
Paul Lauter*
Penn Loh
Amanda Matos-González

B. Issues for Grant Committee discussion at June Board meeting:

~ size and number of grants (should we be funding more groups for smaller amounts or fewer groups for larger amounts?)

~ review of funding criteria (are there topical areas Resist should be emphasizing regarding funding applications?)

~ how stringently should the Board hold to the criteria? (questions regarding the emphasis placed on specific parts of the application as well as the political priority of the project)

Richard Ohmann*
Wayne O'Neil*

III. Coverage During Robin's Leave of Absence

Carlos Otero
Grace Paley
Roxanna Pastor
Merble Reagon
Cheryl Smith
Amy Swerdlow
George Vickers
Fran White

A. Becca's role

B. Jean's role

* founding members



**Screening List
February 2002 grants**

1. Alaska Youth for Environmental Action **\$3,000**

750 West 2nd Avenue, Suite 200, Anchorage, AK 99501 Polly Carr 907/258-4825

Funding for the *Civics and Conservation Summit*, through which students will travel to the state capital and learn about environmental legislation and policy.

Decision: Leave In _____ No _____ Undecided _____

Comments:

2. BECAUSE 2002 **\$3000**

P.O. Box 342894, Milwaukee, WI 53234-2894 Tina Owen 414/453-0855

Funding for the eleventh annual *Bisexual Empowerment Conference: A Uniting Supportive Experience*, which seeks to provide the Midwestern bisexual community with support, education and community.

Decision: Leave In _____ No _____ Undecided _____

Comments:

3. Black Women for Wellness **\$3,000**

4336 11th Avenue, Los Angeles, CA 90008 Janette Robinson Flint 323/290-5955

Funding for the printing costs of *Celebrating the Black Body*, an HIV/AIDS prevention and information brochure.

Decision: Leave In _____ No _____ Undecided _____

Comments:

4. Cambridge-Cuba Sister City Project **\$3,000**

69 Brookline Street, Cambridge, MA 02139 Peggy Lynch 617/665-1606

Funding for members to travel to the Havana Sister City Conference in February where they will present the group's application for Cambridge to become a sister city.

Decision: Leave In _____ No _____ Undecided _____

Comments:

5. Concerned Citizens of Cape Charles **\$3,000**

23 Park Row, Cape Charles, VA 23310 Lenora Mitchell 757/331-3728

Funding for the *Power from Within*, a series of workshops, which seek to address the impact of gentrification on the community of Cape Charles.

Decision: Leave In _____ No _____ Undecided _____
Comments:

6. Conservative Use of Resources and Environment Consortium (CURE) **\$3,000**

P.O. Box 911 , Dexter, NM 88230 Victor Blair 505/624-5427

Funding to stop construction of the Triassic Park Hazardous Waste Dump, through technical assistance, education and outreach.

Decision: Leave In _____ No _____ Undecided _____
Comments:

7. Little Tokyo Residents Association **\$3,000**

320 S. Ardmore, #210, Los Angeles, CA 90020 Takao Suzuki 213/590-1027

Funding for the Neighborhood Empowerment Initiative, which will provide leadership training for 5 members to make effective appearances at Neighborhood Council meetings

Decision: Leave In _____ No _____ Undecided _____
Comments:

8. New Haven Reparations Coalition **\$3,000**

c/o Community Baptist Church, 143 Shelton Avenue, New Haven, CT 06511 Rev. Eric Smith
203/562-7060

Funding for the *Slavery Reparations Community Forum*, an educational event that will provide local residents with information about the reparations movement on local, national and international levels.

Decision: Leave In _____ No _____ Undecided _____
Comments:

9. Poverty Action Team **\$3,000**

P.O. Box 42186, Portland, OR 97242-2186 Cassandra Garrison 503/238-7228

Funding for the *Reality Check Survey*, which will document current poverty conditions in Oregon, as well as educate participants about local resources and client rights.

Decision: Leave In _____ No _____ Undecided _____
Comments:

10. Progressive Secretary

\$1,500

9629 Bradhugh Court, Sacramento, CA 95827 Pat Murphy 916/361-9435

Funding for computer equipment to manage e-mail letter writing campaigns for organizational members on a range of social justice issues.

Decision: Leave In _____ No _____ Undecided _____

Comments:

11. Reedley Social Services, Inc.

\$2,000

1133 G Street, Reedley, CA 93654 Aurelio De Los Santos Ortiz 559/638-4479

Funding for the costs of a pamphlet that will educate low-income farm workers about the potential effects of opening a Wal-Mart in Reedley.

Decision: Leave In _____ No _____ Undecided _____

Comments:

12. ReVisioning: Building Community for a Sustainable Future

\$3,000

2528 29th Avenue South, Minneapolis, MN 55406 Carol Masters 612/724-2891

Funding for an April conference that will bring social justice activists together to educate about and provide antidotes to corporate -driven globalization.

Decision: Leave In _____ No _____ Undecided _____

Comments:

13. Syracuse Alternative Media Network

\$2,470

P.O. Box 35550, Syracuse, NY 13235 Tim Brachocki 315/425-8806

Funding for a collaborative project with the Eastside Youth Congress to recruit and train at-risk youth in video production resulting in video projects about their life experiences.

Decision: Leave In _____ No _____ Undecided _____

Comments:

14. True Expressions

\$3,000

6085 Park Boulevard, Pinellas Park, FL 33781 Ira Van Vollenhoven 813/354-1260

Funding for weekly LGBTQ youth support group.

Decision: Leave In _____ No _____ Undecided _____

Comments:

15. Witness for Peace - Great Lakes

\$3,000

239 East 2nd Street, Perrysburg, OH 43551 Kathleen Baldoni 419/874-1863

Funding for a Midwestern speaker's tour about the effects of the U.S. "war on drugs" in Colombia.

Decision: Leave In _____ No _____ Undecided _____

Comments:

16. Witness for Peace - New England

\$2,280

P.O. Box 147, Richmond, VT 05477 Joanne Ranney 802/434-3233

Funding for four workshops that will introduce people to non-violent activism using Aikido as a moving meditation to help participants discover and deepen self-esteem, self-confidence and self-awareness..

Decision: Leave In _____ No _____ Undecided _____

Comments:

17. Ya Ne Dah Ah School

\$3,000

P.O. Box 1105, Chickaloon, AK 99674 Gary Harrison 907/745-0707

Funding for multi-year general support for the Ya Ne Dah Ah School which works with Native youth on self-determination, sovereignty, subsistence rights, environmental protection and tribal government issues.

Decision: Leave In _____ No _____ Undecided _____

Comments:

18. Youth Action Coalition

\$3,000

P.O. Box 747, Amherst, MA 01004-0747 Sienna Baskin 413/253-2158

Funding for the second-annual *Get Up Get Down* conference, which brings together a diverse cross-section of youth and their allies to work on oppression in Hampshire County.

Decision: Leave In _____ No _____ Undecided _____

Comments:

**Screening List
February 2002 grants**

1. Alaska Youth for Environmental Action **\$3,000**

750 West 2nd Avenue, Suite 200, Anchorage, AK 99501 Polly Carr 907/258-4825
Funding for the *Civics and Conservation Summit*, through which students will travel to the state capital and learn about environmental legislation and policy.

Decision: Leave In No Undecided

Comments:

If not part of National Wildlife Federation

2. BECAUSE 2002 **\$3000**

P.O. Box 342894, Milwaukee, WI 53234-2894 Tina Owen 414/453-0855
Funding for the eleventh annual *Bisexual Empowerment Conference: A Uniting Supportive Experience*, which seeks to provide the Midwestern bisexual community with support, education and community.

Decision: Leave In No Undecided

Comments:

Mostly social services.

3. Black Women for Wellness **\$3,000**

4336 11th Avenue, Los Angeles, CA 90008 Janette Robinson Flint 323/290-5955
Funding for the printing costs of *Celebrating the Black Body*, an HIV/AIDS prevention and information brochure.

Decision: Leave In No Undecided

Comments:

Mostly social service. FY01 budget was \$123,000. Make sure budget below \$125,000 and if so - come back for a different project.

4. Cambridge-Cuba Sister City Project **\$3,000**

69 Brookline Street, Cambridge, MA 02139 Peggy Lynch 617/665-1606
Funding for members to travel to the Havana Sister City Conference in February where they will present the group's application for Cambridge to become a sister city.

Decision: Leave In No Undecided

Comments:

Application lacks answers to many questions. Project budget is for travel.

5. Concerned Citizens of Cape Charles **\$3,000**

23 Park Row, Cape Charles, VA 23310 Lenora Mitchell 757/331-3728
Funding for the *Power from Within*, a series of workshops, which seek to address the impact of gentrification on the community of Cape Charles.

Decision: Leave In No Undecided

Comments:

Talk to people at highlander about them.

6. Conservative Use of Resources and Environment Consortium (CURE) \$3,000

P.O. Box 911 , Dexter, NM 88230 Victor Blair 505/624-5427

Funding to stop construction of the Triassic Park Hazardous Waste Dump, through technical assistance, education and outreach.

Decision: Leave In No Undecided

Comments:

Talk to Ken Silver: kensilver@aol.com (from Marc Miller). Jaime Chavez

7. Little Tokyo Residents Association \$3,000

320 S. Ardmore, #210, Los Angeles, CA 90020 Takao Suzuki 213/590-1027

Funding for the Neighborhood Empowerment Initiative, which will provide leadership training for 5 members to make effective appearances at Neighborhood Council meetings

Decision: Leave In No Undecided

Comments:

Problems in Q. 10. Narrow goals. Seem to be mainstream. Training is for small number of people

8. New Haven Reparations Coalition \$3,000

c/o Community Baptist Church, 143 Shelton Avenue, New Haven, CT 06511 Rev. Eric Smith
203/562-7060

Funding for the *Slavery Reparations Community Forum*, an educational event that will provide local residents with information about the reparations movement on local, national and international levels.

Decision: Leave In No Undecided

Comments:

Not clear what organizing will come out of forum. Not making connections across issues, narrow focus

9. Poverty Action Team \$3,000

P.O. Box 42186, Portland, OR 97242-2186 Cassandra Garrison 503/238-7228

Funding for the *Reality Check Survey*, which will document current poverty conditions in Oregon, as well as educate participants about local resources and client rights.

Decision: Leave In No Undecided

Comments:

Talk to McKenzie River Gathering.

10. Progressive Secretary \$1,500

9629 Bradhugh Court, Sacramento, CA 95827 Pat Murphy 916/361-9435

Funding for computer equipment to manage e-mail letter writing campaigns for organizational members on a range of social justice issues.

Decision: Leave In No Undecided

Comments:

No plan in place to follow up after the letters are sent. Only two active members.

11. Reedley Social Services, Inc. **\$2,000**
1133 G Street, Reedley, CA 93654 Aurelio De Los Santos Ortiz 559/638-4479
Funding for the costs of a pamphlet that will educate low-income farm workers about the potential effects of opening a Wal-Mart in Reedley.

Decision: Leave In _____ No X Undecided _____

Comments:

Social services. No clear organizing plan.

12. ReVisioning: Building Community for a Sustainable Future **\$3,000**
2528 29th Avenue South, Minneapolis, MN 55406 Carol Masters 612/724-2891
Funding for an April conference that will bring social justice activists together to educate about and provide antidotes to corporate -driven globalization.

Decision: Leave In _____ No x Undecided _____

Comments:

Not clear they have the ability to pull off a national conference. Participants limited.

13. Syracuse Alternative Media Network **\$2,470**
P.O. Box 35550, Syracuse, NY 13235 Tim Brachocki 315/425-8806
Funding for a collaborative project with the Eastside Youth Congress to recruit and train at-risk youth in video production resulting in video projects about their life experiences.

Decision: Leave In _____ No x Undecided _____

Comments:

No plans for organizing projects - merely media education. Most of work is the production of documentaries - not organizing.

14. True Expressions **\$3,000**
6085 Park Boulevard, Pinellas Park, FL 33781 Ira Van Vollenhoven 813/354-1260
Funding for weekly LGBTQ youth support group.

Decision: Leave In _____ No x Undecided _____

Comments:

Social service; questions 9-12 weak - show no political analysis

15. Witness for Peace - Great Lakes **\$3,000**
239 East 2nd Street, Perrysburg, OH 43551 Kathleen Baldoni 419/874-1863
Funding for a Midwestern speaker's tour about the effects of the U.S. "war on drugs" in Colombia.

Decision: Leave In _____ No X Undecided _____

Comments:

Most of budget is travel. No organizing plan for after tour. Not a diverse group.

16. Witness for Peace - New England

\$2,280

P.O. Box 147, Richmond, VT 05477 Joanne Ranney 802/434-3233

Funding for four workshops that will introduce people to non-violent activism using Aikido as a moving meditation to help participants discover and deepen self-esteem, self-confidence and self-awareness..

Decision: Leave In _____ No x Undecided _____

Comments:

No connections between local and Central America situations. No organizing.

17. Ya Ne Dah Ah School

\$3,000

P.O. Box 1105, Chickaloon, AK 99674 Gary Harrison 907/745-0707

Funding for multi-year general support for the Ya Ne Dah Ah School which works with Native youth on self-determination, sovereignty, subsistence rights, environmental protection and tribal government issues.

Decision: Leave In _____ No x Undecided _____

Comments:

Not a complete application.

18. Youth Action Coalition

\$3,000

P.O. Box 747, Amherst, MA 01004-0747 Sienna Baskin 413/253-2158

Funding for the second-annual *Get Up Get Down* conference, which brings together a diverse cross-section of youth and their allies to work on oppression in Hampshire County.

Decision: Leave In _____ No x Undecided _____

Comments:

No information on conference. Mostly service/empowerment. Conference to cost \$52,000. \$20,000 in expenses over revenues in FY01. Budget for YAC is \$154,000 in FY02. Gave out mini-grants to youth projects.