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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
Henry Rosemont, Jr.
Carol Schachet
Abby Scher
Nancy Wechsler

LRPC Meeting Minutes

March 11, 2002

9:30am Resist Office

Present: Pam Chamberlain, Kay Mathew, Carol Schachet, Marc Miller, Hank Rosemont (by phone), Becca Howes-Mischel

I. Kate's Resignation

A. Does this affect the LRP process?

Hank: Two immediate problems:

- 1) Need one more person on the Executive Committee
- 2) Need a treasurer immediately

Long-term problem: "hemoraging" Board Members

Marc: The organization is not necessarily bleeding Board members. A number of people have left in the last couple years with individual circumstances. The bigger problem is that the Board hasn't added Board members. The Board has been spending too much time on internal work and hasn't created a balance of work and fun. The long range planning process also is not accomplishing anything.

Hank: When I talk of the organization hemorrhaging Board members, I mean losing so many founding members.

Pam: Kate's resignation put a damper on my feelings about recruitment. The Board really needs to talk through these issues. Abby's suggestion about Board term limits makes the process of joining seem less intimidating. There needs to be a way to think about being a Board Member in new structural ways so as not to get burned out.

B. (added to agenda) Replacing Kate on the Executive Committee:

Hank nominated Wec for Treasurer, and Pam for Member-at-Large. The nominations will be passed onto the Executive Committee for their approval. These nominations will be voted on at the next Board meeting.

C. Is this process [too] disheartening?

Board of Advisors

Frank Brodhead
Bell Chevigny
Noam Chomsky*
Tess Ewing
Norm Fruchter
Cenae 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 Swardlow
George Vickers
Fran White

* founding members

-Committee general feeling:

The long-range planning process needs to be more focused because it is taking over. The Long-Range Planning Committee will try to help facilitate focus

Marc: The process is bogged down because the Board can't communicate about communication. The committee needs to prioritize specific issues for the organization to address in this process.

A big issue seems to be staff supervision and Board-Staff interactions

Pam: We need to think about how to address the decision-making process. Decisions are made on paper and then never implemented. We need to think about how to help the organization clarify its policy implementation process.

Hank: This committee was convened to reorganize structure. However, it is hard to do long-range planning with internal undercurrents about problems between Staff and Board.

Becca: Does it make sense then to scrap the rest of the projected schedule which the Board has already pushed back, reprioritize what the specific issues the organization needs to accomplish and then allow the committees to do much of the work that pertains to their mission. Then Board meetings can consist of proposal discussions, political discussion and grants rather than getting bogged down like the last meeting. The big question then becomes, does the Board trust this work to get done in committees?

Carol: This long range planning process has taken over. Once we figure out the issues of trust and communication, postpone everything else. There is no long-term vision for this process, instead it is all minutia.

Marc: We should have training for Board members in chairing and facilitating meetings.

Kay: The focus should be on the micro process. Not clear what is holding the organization up. But not everyone knows how to chair. Perhaps, the organization should have gone the "traditional" way of doing a planning process and hired an outside consultant.

Marc: There are people with those skills on the Board, but the organization is leery of allowing people to take that control. We don't make use of the skills on the Board. Need to structure meetings so that people feel able to talk rather than feeling powerless. Need more focused discussions. In the last meeting, the Executive Committee did not take the specific suggestions of the LRPC.

II. Review charge from the Board:

A. (From Executive Committee 6-1-01 minutes) The LRPC should create a framework for RESIST to look at organizational goals and a process to turn these goals into specific actions; LRPC should determine a process for determining RESIST's staffing needs in light of organization's financial goals, political priorities and organizational structure. A recommendation on a staffing plan should be provided to the Board by the June 2002 meeting.

B. (From 6-3-01 Board meeting) The LRPC should create a framework for RESIST to look at financial goals, political priorities (including utilizing a strategy for participatory evaluation), and organizational issues.

III. April Board Meeting

A. How can we help the Executive Committee (with Pam and Kay helping them) carry on this discussion in April? Should each committee talk about issues of trust and communication within the committee and between it and the Board?

-Some specific ideas for the April meeting will be passed on to the Executive Committee today for their meeting tonight:

- *One hour discussion

- *The goal of the meeting is setting up a structure for creating a policy about how communication works within the organization:

 - set guidelines for specific communication processes (ex. email, committee reports, etc.)

- *Discussion at April meeting: Personally, what are the barriers for trust and communication on the Board and what could be done to fix/ help overcome them?

 - *Put up a laundry list of barriers to communications in words not sentences, have another column of solutions (use specifics at all time)

- *Facilitator should try to notice whose voice has not been heard and try to make sure at the end, they have the chance for last thoughts.

- *Before the April meeting, the Executive Committee will send out a form:

 - "Barriers I have encountered:"

 - 1) _____
 - 2) _____ etc.

 - "Solutions to these Barriers"

 - 1) _____
 - 2) _____ etc.

All Board members should fill them out for the meeting and use as a starting point.

Further discussion about the format of future meetings:

- * Give committees specific issues to work on.
- * Who on the Board could be responsible for making sure policies get implemented?

B. June meeting: Issue of hiring as a long-range/ short-range planning. It is long-range, but constrained by time limits.

C. Calendar issues (see attached for revised LRPC calendar)

- * given the change in the April agenda, how do we adjust?
- * does this raise enough concerns to significantly change/cancel the process?

-Committee decision: Despite some desires to scrap the process after the Trust and Communication meeting, the Long-Range Planning Committee re-affirmed the amended schedule of meetings through Dec 2002.

III. Board/ Staff and Board/Board interactions:

Marc: Personnel issues are driving the long-range planning process, how does an outside Board supervise the staff?

Issue of oversight and evaluation- differing opinions about whether related to Board resignations.

Hank: Trust is not the issue. The Board of Directors is responsible for policy implementation, oversight and direction. The Board has not done much of any of those things lately. There is a huge disconnect between the Board and Staff:

- 1) Board is reluctant to oversee the Staff- concerned about being authoritarian
- 2) The organization is doing very well both fiscally and programmatically
- 3) The Staff are extraordinary

But:

- 1) Staff does not want much more oversight because they are doing so much work
- 2) Since the Staff is working in the office full time, they are vested in the status quo. There does not seem to be anyone to do the new work.

Decisions are not implemented because it requires change and adds to the Staff's work.

Need to find a humane way of supervising and implementing policy.

Marc: Add to that that the personnel committee did not feel adequate to supervise the Staff since they were not in the office on a daily basis.

Carol: Staff never asked for less oversight and evaluation. The Staff has requested more Board/ Staff interaction and oversight. The Board votes on all program and organizational policy and staff implements. The Staff does the daily work, but the Board needs to feel the power of making the broad decisions.
A smaller agenda and clearer ideas, prevent conflicts before they happen.

*Issue of Trust vs. Friends. Opinion that there is not much room on the Board for honest mistakes.

Pam brought some questions from Wec (on behalf of the Executive Committee) for the Long-Range Planning Committee.

Is the Long-Range Planning Committee in charge of tying up the loose-ends of the organization?

General committee agreement that the Long-Range Planning Committee is only responsible for tying up the policy loose ends that come out of this process.

Kay: Do we care what other people (e.g. donors, grantees etc.) associated with the organization think about our programming?

*The long-range planning committee will write a survey to be inserted in the Newsletter to solicit comments from donors about the program. The long-range planning committee will analyze it for the Board and the results will be published in the Newsletter. Kay will write it and send it to Hank for comments. Then the long-range planning committee will review and finalize the survey at the next committee meeting. The questionnaires will be placed in the May or June *Newsletter* and solicited for July.

Next Long-Range Planning Meeting:

Monday April 22nd 9:30am or Weds April 17th at 9:30am

Revised LRPC schedule for 2002 Board meetings:

Dec: Discussion on Mission/ Niche/ Strategies- How does Resist respond to external events? (LRPC)

Feb: Trust and Communication- set framework for making future decisions (Executive Committee)

April: Continuation of Trust and Communication (Executive Committee)

June: Staffing (Personnel Issues Committee)

August: Resist programming (Grants Committee, Communications Committee)

October: Board tasks, territory (Board Development Committee)

December: Fund-raising (Fund-raising Committee)

Grant Committee Proposed Agenda
9am March 7, 2002
Resist Office

I. Grants issues for August meeting on Resist Programs:

A. Grantmaking policy:

- 1) geographic and topical priorities for awarding grants
- 2) ideological focus in grantmaking
 - * size and number of grants (many small or fewer big?)
 - * how are political priorities emphasized in evaluations?
- 3) short and long-term goals of grantmaking program

B. Grantmaking practicalities:

- 1) How stringently should the board hold to the funding criteria?
 - *are there areas on the application which do (or should) get more emphasis?
- 2) revised grants application
- 3) possible divisions of allocating proposals within the Board to alleviate some of the work for each board member
- 4) Diversity outreach
 - *outreach to under-represented geographic areas
 - *Spanish language application?
- 4) evaluation practices

**April 2002
Screening List**

1. 126th Division **\$3,000**

1015 Oak Way, Madison, WI, 53726 Sarah Kaiksow 608/231-2434

Funding for general support for a campus-based organization which seeks to oppose the war and racial profiling from the perspective of students of color.

Decision: Leave In _____ No _____ Undecided _____
Comments:

2. 9-11 Emergency Network **\$3,000**

c/o IPPN, P.O. Box 1041 , Bloomfield, NJ, 07003 Ted Glick 973/338-5398

Funding for general support for a network that seeks to create a broad-based progressive movement in opposition to the open-ended "war on terrorism," attacks on civil liberties, and the shifting of spending away from human services.

Decision: Leave In _____ No _____ Undecided _____
Comments:

3. Aaron Paterson Defense Committee **\$3,000**

407 So. Dearborn, Suite #1490, Chicago, IL, 60605 Chris Bergen 312/409-4076

Funding for an international Death Penalty Conference to enable anti-death penalty activists to develop campaign and fundraising strategies.

Decision: Leave In _____ No _____ Undecided _____
Comments:

4. Arco Iris, Inc. **\$3,000**

HC 70 Box 17A , Ponca, AR, 72670 Miguela Borges-DeColores 870/861-5506

Funding for general support for the Alternative Communications Technology Upgrade Project, to expand the telecommunications system at the rural off-the-grid retreat and conference center.

Decision: Leave In _____ No _____ Undecided _____
Comments:

5. Bread and Roses Affinity Group**\$1,290**

c/o LGI, P.O. Box 43, Lawrence, MA, 01842 Tennis Lilly 978/688-3569

Funding for the Death and Taxes action which draws connections between Raytheon's participating on the destruction of international communities and the destruction caused in their own community by lack of attention to human need spending.

Decision: Leave In _____ No _____ Undecided _____

Comments:

6. California Schools Against War- Davis Chapter**\$3,000**

3000 Lillard Drive #210, Davis, CA, 95616 Layla Kaiksow 530/756-7192

Funding for a weekly student newsletter designed to raise awareness about US governmental actions.

Decision: Leave In _____ No _____ Undecided _____

Comments:

7. Clinch Coalition**\$3,000**

4034A Dungannon Road, Coeburn, VA, 24230 Detta Davis 276/395-2051

Funding for a project to build consensus within the community regarding the Bark Camp Timber Sale and build public awareness about the US forest Service's actions in the local area.

Decision: Leave In _____ No _____ Undecided _____

Comments:

8. Coalition for Parole Restoration**\$3,000**

P.O. Box 1379, New York, NY, 10013-0877 Claudette Spencer Nurse 212/ 479-8524

Funding for a project coordinator for the *Parole Preparation Project* which targets offenders with homicide related offenses who are scheduled to appear before the parole board and prepares them for release.

Decision: Leave In _____ No _____ Undecided _____

Comments:

9. Colorado Hip Hop Coalition**\$3,000**

P.O. Box 181331, Denver, CO, 80218 Jeff Campbell 720/319-7264

Funding for the Unity Opportunity Action after school program *Get 2 da Point*, which teaches multiracial, low-income middle and high school students the four forms of Hip-Hop in an effort to support the students' academic and personal growth.

Decision: Leave In _____ No _____ Undecided _____

Comments:

10. Earth Films**\$2,500**

P.O. Box 2198, Redway, CA, 95560 James Ficklin 707/925-0012

Funding for a tour/road showing of the film *Tree-Sit- The Art of Resistance* which seeks to raise awareness and cultivate activism around environmental and social justice issues.

Decision: Leave In _____ No _____ Undecided _____

Comments:

11. Eastern Forests Direct Action Camp**\$3,000**

P.O. Box 1891, Charlottesville, VA, 22901 Susan Curry 434/971-5990

Funding for the *Eastern Forests Direct Action Camp* which will train forest advocates in strategic on-the-ground forest defense, including tree-sits, road blockades, banner drops and other high-profile protest techniques.

Decision: Leave In _____ No _____ Undecided _____

Comments:

12. FG Syndrome Family Alliance, Inc.**\$2,500**

3839 NW Estaview Place, Corvallis, OR, 97330 Sara Gelser 541/753-8075

Funding to bring the actor Chris Burke, an adult role model with Down Syndrome, to a conference that brings together families affected by FG syndrome.

Decision: Leave In _____ No _____ Undecided _____

Comments:

13. Lucy Parsons Center**\$1,500**

549 Columbus Avenue, Boston, MA, 02118 Betsy Gynn 617/267-6272

Funding to purchase a video projection system to show politically empowering films at the Center's weekly movie screenings.

Decision: Leave In _____ No _____ Undecided _____

Comments:

14. Maine Independent Media Center**\$3,000**

P.O. Box 1444, Waterville, ME, 04903 Hillary Lister 207/649-5980

Funding for to purchase and retrofit a full-size bus which will be converted into a traveling studio and workshop space for media activism.

Decision: Leave In _____ No _____ Undecided _____

Comments:

15. Mid-South Peace and Justice Center**\$3,000**

P.O. Box 11428, Memphis, TN, 38111 Julie Rogers 901/848-4246

Funding for a community bicycle initiative to promote environmental education and safe sustainable communities.

Decision: Leave In _____ No _____ Undecided _____

Comments:

16. Mountain Meadow Country Experience**\$2,000**

1315 Spruce Street, Suite 407, Philadelphia, PA, 19107-5601 Andrew Cornell 215/722-1107

Funding for two week summer camp dedicated to raising awareness of the causes of social and economic inequalities for children of GLBT families.

Decision: Leave In _____ No _____ Undecided _____

Comments:

17. National Association of Black and White Men Together**\$3,000**

P.O. Box 73796, Washington, DC, 20056-3796 Ollie Lee Taylor 800/624-2968

Funding for operating expenses of annual convention designed to bring together the membership to conduct administrative business, set goals and exchange ideas around the mission of challenging racism, homophobia, sexism and AIDS/HIV discrimination.

Decision: Leave In _____ No _____ Undecided _____

Comments:

18. Oklahoma Coalition to Abolish the Death Penalty**\$1,500**

P.O. Box 713, Oklahoma City, OK, 73101 Susan Sharp 405/427-1111

Funding for the cost of bringing David Kaczynski to a forum to raise public awareness about two legislative initiatives designed to limit the use of capital punishment.

Decision: Leave In _____ No _____ Undecided _____

Comments:

19. Our Expressions Theater Program**\$3,000**

c/o MCCNY, 446 West 36th Street, New York, NY, 10019 Kerri Mesner 917/648-2526

Funding for general support of a theater arts program for children of GLBT families to strengthen self-esteem, self-advocacy and community building skills.

Decision: Leave In _____ No _____ Undecided _____

Comments:

20. Philadelphia Area Committee to Defend Health Care

\$3,000

c/o Physicians for Social Responsibility, 704 North 23rd Street, Philadelphia, PA, 19130 Tim Lachman/
Sylvia Metzler 267/253-5074

Funding for general support of organization seeking to add a universal health care plan to the Philadelphia City Ballot.

Decision: Leave In _____ No _____ Undecided _____

Comments:

21. SolCity

\$3,000

1148 Stanford Ave, Oakland, CA, 94608 Brahm Ahmadi 510/420-8622

Funding for two Environmental Justice Arts Leadership Camps which focus on skills for social and environmental justice organizing for youth ages 15 - 21.

Decision: Leave In _____ No _____ Undecided _____

Comments:

22. Springfield Users Council

\$3,000

94 Rifle Street, Springfield, MA, 01105 Andrew Epstein 413/734-4948

Funding for stipends for 10 former drug users to do community education about clean needle use and HIV/AIDS.

Decision: Leave In _____ No _____ Undecided _____

Comments:

23. TRIAD (Team Response: Indians Against Defamation)

\$3,000

, Madison, WI

Funding for an advocacy page in the *HONOR Digest* and the costs of developing a website to promote membership in the organization.

Decision: Leave In _____ No _____ Undecided _____

Comments:

24. Turning the Hearts Center

\$3,000

c/o NCNL, 347 ½ Third Ave, Chula Vista, CA, 91910 Doug Luffborough/ Erik Olson 619/425- 9834

Funding for a series of youth leadership-development workshops to reduce community violence and enhance community leadership skills.

Decision: Leave In _____ No _____ Undecided _____

Comments:

25. Witness for Peace- MidAtlantic

\$1,800

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

Funding for salary of Regional Coordinator who will be organizing events including a speaking tour and a delegation to Nicaragua.

Decision: Leave In _____ No _____ Undecided _____
Comments:

26. Women as Allies, Inc.

\$3,000

240 Redwood Way, Boulder Creek, CA, 95006 Lorene Garret-Browder 831/338-0843

Funding for biannual conference to bring women and girls of color together to develop alliances.

Decision: Leave In _____ No _____ Undecided _____
Comments:

27. Women's Peaceland, Inc

\$3,000

5440 Route 96/ P.O. Box 34, Romulus, NY, 14541 Dorothy Emerson 781/483-3133

Funding for initial organizing efforts to bring women back to the Peace Camp to celebrate its 20th anniversary and to reinvigorate the women's peace movement.

Decision: Leave In _____ No _____ Undecided _____
Comments:

a call to

RESIST

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Abby Scher
Nancy Wechsler

Grant Committee Minutes
9am March 7, 2002
Resist Office

Present: Robin, Becca, Jean, Kay, and Marc (by phone)

I. Grants issues for August meeting on Resist Programs:

A. Possible areas for discussion as reflected in Board members' Long Range Planning Survey, October 2001 Board retreat minutes, and history of Grant Committee policy decisions:

1) Grantmaking policy:

- geographic and topical priorities for awarding grants

* should Resist's priorities be part of our public information or only for internal communications? If so, how should they be set up in public statements?

-General feeling that priorities should be used as internal guidelines rather than part of Resist's public statements. Allows Resist to respond to new movements while still funding across a range of social justice issues.

-Part of a larger discussion about what communication is internal and what is public and the communication of policy to grantees and colleagues.

- ideological focus in grantmaking

* size and number of grants (many small or fewer big?)

* how are political priorities emphasized in evaluations?

- short and long-term goals of grantmaking program

2) Grantmaking practicalities:

- How stringently should the board hold to the funding criteria?

*are there areas on the application which do (or should) get more emphasis?

- revised grants application

* As part of revisions to application and guidelines, include a statement that Resist grants

Board of Advisors

Frank Brodhead
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Noam Chomsky*
Tess Ewing
Norm Fruchter
Benac Scott Gray
Debra Kay Jefferson
Frank Joyce
Hans Koning*
Paul Lauter*
June Lee
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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

are not awarded on a competitive basis, but that the Board awards grants based solely on the basis of individual merit.

- possible divisions of allocating proposals within the Board to alleviate some of the work for each board member

*Given to the Board Development Committee as their responsibility. They should contact foundation colleagues to discuss ways other foundations divide out grant-reading responsibilities. *

- Diversity outreach (the process of actually doing this outreach)
 - *outreach to under-represented geographic areas
 - *Spanish language application?
- evaluation practices (the actual process by which grants decisions are made)
 - *what criteria are emphasized in awarding grants?

*For the program discussion, the Grant Committee will prepare a newsprint sheet of all the objective and subjective criteria used to make grants decisions. At the meeting, the Grants Committee will present this list to see if Board members feel adequately represents the structure of evaluating grants.

B. Structure August discussion as a broad political discussion about Resist's grantmaking policies will be grounded in discussing possible revisions to the Resist grant application and guidelines.

1) General Structure:

- *Presentation of grants work
- *Explanation of grants related Board questions
- *Discussion about the relation between Resist's political goals and practicalities of grants program
- large guiding question: what does this all mean for long term action?

2) Before the program meeting, send all Board members a packet with the recent grantmaking overviews, the history of grantmaking decisions, a copy of the current guidelines, a copy of the Multi-year application, and general application.

- *solicit by email any questions Board Members might have about the grants committee or grants work- these will be answered during the presentation at the program Board meeting

3) Discussion about Resist's political priorities framed with question of how to help groups working on single-issues think about the ways in which their campaign is related to a larger vision of social justice. (Encompasses geographic and

topical priorities for awarding grants, short and long-term goals of grantmaking program, and revised grants application).

*The Board will receive a copy of the revised application and guidelines three months before the meeting.

*Selected grantees will be emailed about how Resist could help grantees enable themselves to talk about how their local work is related a broader vision.

4) The presentation/ discussion will mostly only focus on the ways in which the political view of the Grants Committee and Program are carried out in practicalities. The other issues are the long-term responsibilities of the Grant Committee.

**Notes from the Long Range Planning Committee
for the Executive Committee
3-11-02**

The April Board meeting will focus on trust and communication, continuing the discussion begun at the February 2002 meeting. The Executive Committee, with contributions from Pam and Kay, will facilitate the meeting. Today, the LRPC discussed ways to help the Executive Committee plan the agenda for that meeting.

Suggestions for the April Trust and Communication discussion include:

1. Keep the discussion to 1 hour.
2. Send Board members a one-page fill-in-the-blank questionnaire with the following questions and lines for them to fill in:
 - * What are *specific* barriers to trust and communication that you have encountered at RESIST?
 - * What are possible solutions to those barriers?

Those Board members who cannot attend the April meeting are asked to send in the questionnaire with their proxy. Others are asked to bring their notes to help speed up the discussion.

3. At the meeting, ask members to throw out brief answers (i.e. not complete sentences, just words) to the two questions above. Put them on newsprint.
4. Before ending the brainstorm, the facilitator should give a little space for individuals who haven't spoken much to offer any final words.

The LRPC had some discussion about the "end product" of this process, but we did not reach any conclusion. Possible products include:

- * Identify snares and solutions at the April meeting and make appropriate proposals at that time concerning communication methods. (Eg., the format and content of Committee Reports, the use of e-mail and telephone calls, etc.)
- * Give the sheets to the LRPC or Executive Committee to come up with specific proposals for communication practices.
- * Identify areas for future training for the Board.

Executive Committee Minutes
March 11, 2002

Present: Jorge Rogachevsky, Nancy Wechsler, Robin Carton

1. EC membership

- Treasurer and at-large position is open
- Wec is willing to fill the role of the Treasurer until October; Pam is willing to fill the at-large role until October

Send e-mail to say:

Until the April Board meeting, Wec is willing to serve as Treasurer and Pam is willing to fill the at-large position. This is a chance to see whether others would be interested in standing for election to one of those positions - to serve until October, 2002. There will be an election in April to confirm the positions. E-mail to Jorge by Monday, March 18th if interested.

2. Trust/Communication Discussion

- put on the table questions related to the ability of the staff and board to communicate or not
 - governance issues arise under this rubric
- mechanisms for decision-making
 - what requires discussion
- who is responsible for oversight of institutional decisions
 - follow through and implementation

3. Proposed Agenda Topics for April meeting

- New EC members
- Board Development Committee
 - need a statement from them regarding process and points of Board involvement
- LRPC
- Fundraising
 - Written information on Wainwright; credit cards and electronic fund transfers

Follow up planning meeting is needed to discuss Board agenda and trust/communication discussion. Monday, March 18th at 6:30. Wec will contact Kay and Pam to see if they can make it. Jorge will touch base with Becca and Carol to see if other committees need to schedule time and how much time they will need.

Carol Schachet

From: "Robin Carton" <randm@igc.org>
To: <Carols@resistinc.org>
Sent: Monday, March 18, 2002 8:22 PM
Subject: Fw: EC Minutes

Executive Committee Minutes
3/18/02

Present: Robin Carton (minutes), Pam Chamberlain, Jorge Rogachevsky, Nancy Wechsler

A. Long Range Planning Committee

Pam presented the thinking of the Long Range Planning Committee regarding the trust and communication workshop

- role in conjunction with other committees which needed to present so that planning process could be more focused (some product outcomes)
- came up with some specific suggestions

Suggestions from the LRPC for the April Trust and Communication discussion include:

1. Keep the discussion to 1 hour.
2. Send Board members a one-page fill-in-the-blank questionnaire with the following questions and lines for them to fill in:

- * What are specific barriers to trust and communication that you have encountered at RESIST?
- * What are possible solutions to those barriers?

Those Board members who cannot attend the April meeting are asked to send in the questionnaire with their proxy. Others are asked to bring their notes to help speed up the discussion.

3. At the meeting, ask members to throw out brief answers (i.e. not complete sentences, just words) to the two questions above. Put them on newsprint.

4. Before ending the brainstorm, the facilitator should give a little space for individuals who haven't spoken much to offer any final words.

Jorge's concerns: Not enough time to do something substantive in an hour. Round robin process is frustrating. Never get to the issues. Are certain issues already identified as organizational concerns. Should put them on the table (e.g. board/staff communication). Rather than general concerns, focus on one or two main issues. Look at what it will take to resolve those concerns. Don't want to reproduce what happened at last meeting. Targeted and focused with a sense of direction at the end.

Pam: Hour is not enough time, but felt that things too unstructured last time - took too long. Good idea to set time limit and stick to it. Pick a few things and set a structure to address them. Not clear what main points could be.

Wec: Seems like Kay and Pam felt LRPC suggestions were the way to go.

Robin: Agrees with process, but substantive issues not necessarily in accord.

Wec: Substantive issues: Kate's leaving and letter were significant. Some substantive issues raised in letter - organizational structure. (See letter). Are crucial issues.

Jorge: Share the concerns. Impact of Kate's resignation - at the end of a line of resignations. June seems the exception. Others seem to have more of a common thread - people feeling frustrated at feelings of

ineffectiveness. Couldn't promote ideas had for organization. Troubling when some are oldest members of organization. Is the most critical concern to be addresses. What structurally creates sense of vacuum. Vacuum of leadership and direction in organization. Over-riding concern to get on table.

Robin: Problem that is larger than merely a single topic. Resist has a long history of upheaval. This is not new. Issues include Board to Board; Board to Staff.

Wec: Problem that some people have more information than others.

Pam: Board to Board: trust issue regarding who has access to information. Activating committees has meant that work is done outside of the meetings - so everyone does not get the same information. Advisory Board- how make decisions and stick by them.

Jorge: questions as a way of getting conversations going:

- who makes what decisions
 - who implements decisions
 - who keeps track/follows up on implementation
- All decisions are technically made by the Board.

Pam: what need to trust each other about? What communicate about? Communication works when their are no problems. When issues of authority arise - then there becomes tension.

Wec: for the first time- there were two people who had never been on a personnel committee propose by e-mail a raise and bonus. Resolved in this manner did not enhance trust.

Jorge: Could right up ahead of time synopsis of decisions and how they are made. Draft a concise, but inclusive list re: delegations of authority. Give it to people ahead of time. People could raise objections. Don't reproduce the wheel. Recirculate list developed at October Board meeting two years about who makes decisions.

Pam: How do we get people to talk specifically about trust and communication? Need to focus on how communicate with each other and develop trust. Are there certain issues that engender problems. Discussion is not only about how to make decisions.

Wec: A lot of the problems arise around decision-making, some may be more personal. Some has a historical basis. Some is a lack of information.

Pam: Who shares information with whom. Who shares information. How to address emotional issues raised. Barriers might be: people around longer feel that they know better; people don't know where to get information; newcomers have their suggestions discounted.

Jorge: On-going functions: grantmaking, fundraising, produce publications (NL and website). No major stumbling blocks there.

Wec: If anyone wants to change those areas- then problems arise.

Jorge: What are the mechanisms to assess goals and objectives and whether meeting them. Now on table to consider modifying mission. Problems arise because no well structured process or system to process this work. No clarity of roles or relationship of units within the organization. No clear structures and systems of communication.

Wec: Would original conception of the LRPC work?

Pam: Think about problems and solutions in this format. Hoping Executive Committee take leadership in helping people recognize problems and resolve them.

Jorge: Create a list of recent issues that indicate the nature of the problem Resist is confronting. Come up with understanding of why and how to resolve it. Board members should think about problems coming up and how to resolve them. Each EC member will come up with a list of emblematic issues. The list will be submitted to the Board as a platform for discussion.

Pam: In context of communication and trust.

Jorge: Meet again next week to finalize. Specifics for trust and communication discussion to go out next week.

Next Meeting: **Monday, March 25th at 7 p.m.** Conference call to be set up by Jorge. **Call 240/895-6002** to click in.

B. Agenda

1. Trust and Communication (90 minutes)

Lunch

2. Becca's Board Status (10 minutes)

3. Executive Committee Composition (10 minutes)

4. Board Development Committee (20 minutes)

- process steps for consideration of candidates

- current status of candidates

5. Long Range Planning Committee (5 minutes)

- calendar changes

6. Grantmaking (180 minutes)

Trust and Communication Discussion

April 7 Board Meeting

The Executive Committee was charged with a follow up on the Trust and Communication discussion that was begun at the February meeting. With input from the Long Range Planning Committee, we have decided on the following format and process for this discussion.

We have identified three major areas that we believe exemplify some of the ways in which communication and trust have been an obstacle in the recent past. Below there is a description of these conflictual circumstances. We don't assume that these three statements exhaust all possible concerns of all board members, but we hope that people will accept them as a good point of departure for our continued discussions. We would like everyone to read these three statements and consider: a) what might be the source of this problem? b) what might be possible solutions to this problem? We have allotted 90 minutes for this discussion at the board meeting, which we will divide in the following manner: a) introduction to the discussion: 10 minutes; b) small group discussions, three small groups each one focusing on one of the three statements: 30 minutes; c) plenary sharing and identifying of solutions: 50 minutes. If you don't plan to come to the April meeting please submit any comments to Pam so that we can refer to them during the discussion.

1. Communication at board meetings has been less than optimal. We seem to have adopted some bad habits (e.g. interrupting, lecturing, not staying on target or on schedule, being overly critical or withdrawn). Some of these could be attributed to structural problems such as: a) insufficient mentoring and orientation of new members as they come on the Board, b) lack of a shared understanding of how to participate at board meetings, c) lack of adequate trust among individuals. How can these bad habits be changed?
2. There has been frustration due to the lack of follow through in implementation of certain decisions that fall under the purview of the staff or non-staff board (e.g. list of dormant donors, board attendance policy, budget format). Who is responsible for ensuring accountability on decisions made?
3. There is concern regarding the maintenance and dissemination of institutional memory. Who is responsible for keeping track of decisions made by the Board? Where is there a log of such decisions? Who has authority over enunciating institutional policy, either policy reached by overt decision-making or policy established through institutional practice? What is the mechanism for addressing disputes over either the language or the spirit of decisions or practices?

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
Henry Rosemont, Jr.
Carol Schachet
Abby Scher
Nancy Wechsler

**Resist Board Meeting -
April 7, 2002 - 10:45 a.m.-5pm
Nancy Wechsler's House,
155 Raymond Street, Cambridge, MA
Minutes**

Present (at least part of the meeting): Eileen Bolinsky, Robin Carton, Pam Chamberlain, Rebecca (Becca) Howes-Mischel, Kay Mathew, Jorge Rogachevsky, Carol Schachet, Abby Scher, Nancy (Wec) Wechsler

The meeting agenda consisted of three major components: 1) Trust and Communication discussion, 2) Business Meeting, 3) Grant allocations. Pam chaired sections 1 and 2, Wec chaired section 3. Minutes for sections 1 and 2 were taken by Jorge, Becca took minutes for section 3.

Board of Advisors

Frank Brodhead
Bell Chevigny
Noam Chomsky*
Tess Ewing
Norm Fruchter

Trust and Communication discussion:

Renae Scott Gray
Rebra Kay Jefferson
Frank Joyce
Hans Koning*
Paul Lauter*
June Lee
Penn Loh

The Executive Committee had disseminated 3 discussion items prior to the meeting to focus the discussion. The items addressed: 1) concerns about process during board meetings; 2) concerns about accountability and implementation of decisions; 3) concerns about institutional memory and authority. The group broke down into 3 small groups, each charged with addressing one of the topics and developing both ideas about the source of the problem and possible solutions.

Amanda Matos-González

Richard Ohmann*
Wayne O'Neil*
Carlos Otero

The small groups generated the following items, which were shared with the plenary group: [Note: items listed below were transcribed from newsprint sheets.]

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

1) Board Meetings Process- [from agenda] "Communication at board meetings has been less than optimal. We seem to have adopted some 'bad habits' (e.g. interrupting, lecturing, not staying on target or on schedule, being overly critical or withdrawn). Some of these could be attributed to structural problems such as: a) insufficient mentoring and orientation of new members as they come on the Board, b) lack of a shared understanding of how to participate at board meetings, c) lack of adequate trust among individuals or d) (other) ????. How can these bad habits be changed?"

* *founding members*

I. Mentoring/Orientation

A. Role of Board Development Committee?

1. identify new members and mentor
2. establish guidelines for mentor role
3. match up before person's first meeting

B. Mentoring has been a vague program—never happened well; specific guidelines:

1. make sure mentor is assigned and gives overview of Resist/process
2. set timeline for how long process occurs; provide for successors/alternates
3. help with packet expectations
4. talk after read packet

II. Participation at Board Meetings

A. Stronger chair/timekeeper

1. keep on target
2. keep within times set
3. put ideas into proposals

B. Not everyone needs to be chair(?)

1. skill—assertive, tactful
2. self-identify as not a strong chair?

C. Pair chair with parking lot keeper (can be a way to mentor new board members, especially young, to develop skills)

D. Executive Committee think about chair when planning agenda

1. solicit volunteer before meeting
2. members can decline or ask for second person as back up

E. How meetings are run: e.g. raising hands, majority vote; write down for new members

III. Trust

- A. Issues of being direct
- B. Defensive responses
- C. Look for underlying agreement/disagreement; how to explain without being defensive

- D. Personal style/trust/lack of clarity/defensiveness
- E. Listening check; repeat back issues
- F. Communication problems
- G. Accountability
- H. Ways to build trust: get together outside meetings?
- I. Buddy system to pair members to evaluate each other's skills?

2) **Accountability and Implementation-** [from agenda]"There has been frustration due to the lack of follow through in implementation of certain decisions that fall under the purview of the staff or non-staff board (e.g. list of dormant donors, board attendance policy, personnel policy revision, budget format). Who is responsible for ensuring accountability on decisions made? How can we improve this situation?"

A. Follow through problems

- 1. Staff expected to do everything
- 2. Slow to implement: e.g. credit card, roles on board of advisors, retreat issues; accountability of attendance. Who does it?
- 3. Revisiting discussions: e.g. NYC meeting location
- 4. Whole Board is very involved in details, not just committees
- 5. Many suggestions, where do they go?
- 6. Possible solutions:
 - a. Keep calendar for decisions Board needs to make
 - b. Clarify when a discussion is a decision

B. Possible Solutions

- 1. Solicit feedback earlier from outside committees
- 2. Is Board too vague when charging committees?
- 3. Make committee agendas available ahead of time
- 4. Have committee chairs
- 5. Set deadlines and timeframe for requests
- 6. Consider increasing staff resources
- 7. Reprioritize tasks
- 8. Empower meeting chair to facilitate
- 9. Need structures for filtering committee issues with individuals

- 3) **Institutional Memory and Authority**-[from agenda]“There is concern regarding the maintenance and dissemination of institutional memory. Who is responsible for keeping track of decisions made by the Board? Where is there a log of such decisions? Who has authority over enunciating institutional policy, either policy reached by overt decision-making or policy established through institutional practice? What is the mechanism for addressing disputes over either the language or the spirit of decisions or practices?”

A. How to improve institutional memory?

1. Set aside discussion time at a Board meeting to look at list of previous decisions to bring everyone one up to the same page
2. Set up better tracking mechanism for decisions
3. Set up better archiving mechanism for decisions; maybe on a password protected section of the web page?
4. Delegate periodic revisions of policies; policies should have a timeframe for implementation and assessment. Who would track and delegate this?
5. Allow for closure when difficult decisions are circumstances arise
6. Need better continuity in board participation, attendance and investment
7. Keep better control of charges to committees

After the small groups presented their summaries to the plenary group, and after some time for discussion and assessment of the many ideas put forward, it was determined that it would be important to provide for some follow through so that the many important ideas raised were not lost. It was also determined that what we needed was a concrete set of proposals for 1) summarizing and organizing the key issues raised, 2) defining an action focused intervention for addressing the issue, 3) detailing how and by whom intervention would be implemented. These proposals would have to be generated by some smaller body. Discussion ensued as to whether these items should be referred to the Long-range Planning or the Executive Committee. The following motion was approved:

The notes of the 4/7 Board discussion on trust and communication will be referred to the Executive Committee to sort and prioritize and assign some immediate priorities to committees and refer structural concerns to Long-range Planning Committee to incorporate into planning process. The Executive Committee will bring back a report of its plan to the Board.

Business Meeting

A. Becca's Board Status

Discussion on giving Becca a vote on the Board. The following motion was made and approved:

Becca will be given board status as a voting member during her tenure as a staff person.

B. Executive Committee composition

With the resignation of Kate from the Board, the Executive Committee was short one member and the Board was lacking a Treasurer. After consultation with the Long-range Planning Committee, the Executive Committee appointed Pam to fill the empty "at large" slot, and Wec to be Treasurer. Such decision to stand until the 4/7 meeting when the appointments to the Executive Committee would have to be acted on by the Board. The following motion was made and approved:

Pam will join the Executive Committee and Wec will be appointed Treasurer. Both positions will stand until a new Executive Committee is elected in October.

C. Board Development Committee

1. As requested by the Executive Committee, the Board Development Committee presented a summary of its procedures for identifying and inviting candidates to join the Board (enclosed)
2. Also as requested by the Executive Committee, the Board Development Committee considered the current Board policy [that 2 out of every 3 new members of the Board be recruited to promote racial or ethnic diversity, with special focus on recruitment of African Americans and Latinos/Latinas] in light of the recent changes in the size and composition of the Board. **The committee recommended no change in the current policy**
3. The committee also discussed how to keep interest alive from good Board prospects who cannot be immediately asked to join the Board due to the diversity policy. **The committee recommended and the Board supported a procedure whereby such candidates be invited to join board some committees, which could include: Communications, Finance, Fundraising.** Concern was expressed as to the mechanism by which certain candidates would be deemed appropriate to receive such an invitation. **It was determined that the Board Development Committee would draft guidelines in this regard to bring back to the Board**

4. There is one active candidate being considered to be invited to join the Board. This candidate will shortly be interviewed by Wec and Ty, and an update will be provided to the Board

D. Long-range Planning Committee

1. The Long-range Planning Committee had been asked by the Executive Committee to reassess the sequence of meetings which have been set forth as part of the long-range planning process. **The Long-range Planning Committee reaffirms the previously established sequence**
2. At its 3/11 meeting the Long-range Planning Committee decided to develop and distribute a questionnaire to solicit input from the outside. The Long-range Planning Committee report indicated that the questionnaire would be sent out to donors, grantees and allied organizations. Discussion ensued with reference to the minutes of the 3/11 meeting which indicate that the Long-range Planning Committee would submit the questionnaire "to solicit comments from donors" with no other recipients stipulated. There was disagreement from Long-range Planning Committee members as to what had actually been discussed and approved as opposed to what was represented in the minutes. There was disagreement in the Board discussion as to whether we could proceed to act on the basis of the written minutes, the verbal report, or neither given the differences. **It was moved that: The survey proposal be referred back to the Long-range Planning Committee to discuss who the survey is aimed at and to bring back for discussion at the next Board meeting. The motion passed. It was requested that the minutes of the Board meeting reflect that the motion passed with a mixed vote**

Grants

During the grants discussion, the following issues were raised as concerns:

- A. There was discussion regarding offering Technical Assistance to grantees such as Proyecto Hondureno and what that would mean. The central issues: meeting with local groups about community concerns, the power dynamics about offering TA as funders and/ or only working with Boston grantees, questions about time and resources for this, unclear about who would do the TA.
- B. Discussion regarding chapters of organizations that have separate budgets but not separate boards. Currently organizations are considered autonomous if they have their own budget and board. The Board suggested that the question of organization affiliation/ chapters be left to the grants committee to either re-consider or re-affirm.

**APRIL 2002
GRANT DECISIONS**

Loans

1. Coalition for Prisoners' Rights **\$3,000**

P.O. Box 1911, Santa Fe, NM 87504-1911 Mara Taub 505/982-9520

Funding for a loan to pay for the April issue of the Coalition Newsletter which provides resources and information about the prison industrial complex to prisoners and their families.

Decision: Full X Partial No Undecided

Comments:

Stipulate that this is a loan and not an advance

Multi Year Grants

Renewal

1. Contact Center **\$3,000**

1641 Vine Street, Cincinnati, OH 45210 Katy Heins 513/381-4242

Funding for year three of multi-year general support grant for organization that provides leadership training, skill development and power analysis to low-income and moderate income people.

Decision: Full X Partial No Undecided

Comments:

2. Gateway Green Alliance **\$3,000**

P.O. Box 8094, St. Louis, MO 63156 Barb Chicherio 314/727-8554 chicherio@aol.com

Funding for year three of multi-year support for organization working to bring attention to the effects of economic globalization on the environment.

Decision: Full X Partial No Undecided

Comments:

3. Peace through Interamerican Community Action **\$3,000**

170 Park Street, Bangor, ME 04401 Bjorn Skorpen Claeson 207/947-4203 www.pica.ws

Funding for year two of multi-year general support for organization engaged in anti-sweatshop, labor rights and solidarity organizing.

Decision: Full X Partial No Undecided

Comments:

New

4. Florida Coalition for Peace & Justice

\$3,000

P.O. Box 336, Graham, FL 32042 Carol Mosley 352/468-3295 www.fcpj.org

Multi-year funding to build the capacity of an organization that coordinates a statewide constituency devoted to peace and nonviolence.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

One year only. No clear sense of how social justice issues may work together. Encourage them to engage with Resist to think about reworking question #10 when applying for a Multi-year next year.

5. Peace Action New Mexico

\$3,000

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

Funding for year one of multi-year general support for peace organization which engages in local organizing opposing military build up and intervention in conjunction with national and international social justice campaigns.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Africa/Asia/International

6. Committee for Human Rights in the Philippines

\$3,000

522 Valencia Street, San Francisco, CA, 94110 Rhonda Ramiro 415/377-2599
www.geocities.com/chrpsf

Funding for general support for a group which organizes Filipinos and their allies to take progressive action to uphold and promote human rights in the Philippines, including an analysis of the local effects of current US military actions.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Continued concerns about why they do not seem to be networking outside the local Filipino community.

Central, Latin America and the Caribbean

7. SOA Watch/Northeast

\$3,000

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

Funding to update and distribute "Solidarity in Action: A Grassroots Guide to Organizing to Close the SOA" which is used in collaboration with other trainings to build a unified youth movement against the School of the Americas.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Salzman grant contingent upon money in the account.

Community Organizing/Anti-Racism

8. Albuquerque Center for Peace and Justice

\$1,000

144 Harvard SE, Albuquerque, NM, 87106 Dorelen Bunting 505/268-9557

dbunting3@juno.com

Funding for "Project Peace and Justice Organizations Linking Arms" which will bring together local grassroots peace and justice groups through special newsletters and inter-organizational workshops.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

Concerns about diversity outreach.

9. Appalachian Peace and Justice Network

\$2,000

18 North College Street, Athens, OH, 45701 Christie Truly 740/592-2608

apjn@frognet.net

Funding for a capacity-building drive and expansion of the quarterly newsletter for a group that empowers groups in Appalachia to work for peace and justice

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

10. Cincinnati Copwatch

\$3,000

1510 Elm Street, #3, Cincinnati, OH, 45210 Gavin Leonard 513/241-1106

copwatch513@hotmail.com

Funding for the Promotion and Publicity Project which will help a newly organized police accountability organization gain community recognition.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Questions about whether they are connected to the Contact Center which is doing similar work in the same place. Concerns about their networking and collaboration.

11. Citizen's Alert

\$1,000

407 Dearborn, #1490, Chicago, IL, 60605 Mary Powers 312/663-5392

citizensalert@ameritech.net

Funding for general operating costs for a police watchdog group that works to make law enforcement accountable to the communities they work in.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

12. Proyecto Hondureno 2000**\$2,000**

187 Winnisimmet Street, Chelsea, MA 02150-2745 Angel "Tito" Meza 617/887-0535

Funding for general support for an organization that seeks to extend the Temporary Protected Status for Hondurans and Nicaraguans while they organize in support of the legalization of undocumented immigrants.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Discussion about offering Technical Assistance to grantees such as these and what that would mean. The central issues: meeting with local groups about community concerns, the power dynamics about offering TA as funders and/ or only working with Boston grantees, questions about time and resources for this. Unclear about who would do the TA.

13. Resources for Organizing & Social Change**\$2,500**

P.O. Box 776, Monroe, ME 04951 Larry Dansinger 207/525-7776

www.AbilityMaine.org

Funding to build a statewide network in Maine of multi-issue social change groups for purposes of joint fund-raising and collaboration.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

14. United Action of Southeastern CT**\$0**

P.O. Box 1723, New London, CT 06320-1723 Rev. Mark Robinson 860/535-1181

Funding for a sponsoring committee that will build a faith- and labor-based coalition to address poverty and injustice in the region.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

No sense of need to answer question number 10. Can receive mainstream funding. Not clear if it is its own organization.

15. WILPF- New York Metro Chapter**\$1,000**

339 Lafayette Street, New York, NY 10012 Molly Klopot 212/533-2125

Funding for general operating costs of three of the organization's campaigns: Challenging Corporate Power/Asserting the Peoples' Rights, Disarm-Dismantling the War Economy, and Uniting for Racial Justice.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Diversity concerns.

Economic Justice

16. Concerned Citizens of Cape Charles

\$0

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:

No broad political perspective.

17. Vermont Workers Center

\$3,000

P.O. Box 833, Montpelier, VT 05601 James Haslam 802/229-0009

Funding for the Justice for Health Care Workers Campaign, which builds community support for organizing in nursing homes, hospitals and other health facilities in VT.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Environmental

18. Action for Social And Ecological Justice

\$3,000

P.O. Box 57, Burlington, VT, 05402 Anne Petermann 802/ 863-0571

Funding for the Northeast Links Program which supports working-class and indigenous communities within northeastern North America to organize in response to global trade pacts.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

19. Alaska Women's Environmental Network

\$3,000

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

www.nwf.org/women

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

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

20. Cascadia Wildlands Project

\$3,000

P.O. Box 10455, Eugene, OR, 97440 James Johnston 541/434-1463 www.cascwild.org

Funding for an outreach component of the Legacy Forests Campaign which organizes communities to take action against destructive land management in their area.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

21. Citizens Awareness Network- CT**Defer**

54 Old Turnpike Road, Haddam, CT, 06438 Sal Mangiagi 860/345-2157

www.nukebusters.org

Funding for the national conference: "People's Summit on High-Level Nuclear Waste" which will bring together communities impacted by radioactive waste concerns.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Both CANs will be deferred to the Grants Committee to decide whether they fit the policy for being autonomous organizations. If they do, the grants committee will decide on the grants amounts. The Grants Committee is asked to possibly revisit and review this policy regarding organizational chapters.

22. Citizens Awareness Network- VT**Defer**

Funding for the campaign "Paul Revere Rides Again" to mobilize affected communities to support closing the Vermont Yankee nuclear power station.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Gay/Lesbian/Bisexual/Transgender**23. Plan Z: A Strategy Conference for Trannies and Wimmi****\$0**

P.O. Box 4152, Austin, TX 78765 Isabell Moore 336/274-1814 www.planz2002.tripod.com

Funding for publicity and accessibility of a June conference that will bring together a mix of radical young trannies and wimmin for political and organizing strategies.

Decision: Full _____ Partial _____ No X _____ Undecided _____

Comments:

Conference is by invitation only. There is no other organizational structure.

Health/AIDS/Disability**24. Philadelphia Area Committee to Defend Health Care****\$0**

c/o Physicians for Social Responsibility, 704 North 23rd Street, Philadelphia, PA, 19130 Tim Lachman/ Sylvia Metzler 267/253-5074 www.phillyhealth.org

Funding for general support of organization seeking to add a universal health care plan to the Philadelphia City Ballot.

Decision: Full _____ Partial _____ No X _____ Undecided _____

Comments:

No position on reproductive rights problematic when working on this issue.

Labor

25. Alliance for Workers' Rights

\$3,000

1101 Riverside Drive, Reno, NV, 89503 Kathy Stoneburner 775/333-0201

Funding for general support for a project which empowers working people to organize around progressive workplace rights policies and in protection of existing workplace rights.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

26. Labor's Voices/LaborTECH

\$3,000

c/o Sally Alvarez, Cornell University Labor Program, 16 East 34th Street, New York, NY 10016
Denise Shavers 212/340-2816

Funding for second annual Labor's Voices conference, "Democratic Media and Organizing in Uncertain Times," a partnership with LaborTECH, a labor-technology network.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

27. Montana Community Labor Alliance

\$2,000

208 East Main Street, P.O. Box 8175, Missoula, MT 59807 Mark Anderlik 406/721-0032

Funding for the Blue-Green Collaboration, which unites labor unions and environmental organizations to work on energy issues and environmental policies in MT.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

28. UPS Yours

\$500

6 Park Street, Underhill, VT 05489 Dawn Stanger 802/899-2856 <http://co294.com>

Funding for the printing and distribution of *UPS Yours*, a banned workers rights newsletter about UPS that highlights workers' writing about organizing in their areas.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

One time grant. The organization needs to demonstrate that they involve more than one person and have an organizational structure in place.

Media/Culture

29. Independent Media Center of Philadelphia

\$3,000

P.O. Box 42803, Philadelphia, PA 19101 Dave Arney 215/545-2423 www.phillyimc.org

Funding for the Radio Volta Webcast Station, which is new collaboration with between the independent media community and a West Philadelphia community radio station.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

30. Sol & Soul**\$2,000**

1673 Columbia Road, NW, Washington, DC 20010 Quique Aviles 202/745-2630
Funding for the El Barrio Street Theater project, which uses traditional street theater to raise awareness about local and global social justice issues within a diverse community.

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

Peace/Anti-Militarism**31. 9-11 Emergency Network****\$0**

c/o IPPN, P.O. Box 1041, Bloomfield, NJ, 07003 Ted Glick 973/338-5398
www.911nationalnetwork.org

Funding for general support for a network that seeks to create a broad-based progressive movement in opposition to the open-ended "war on terrorism," attacks on civil liberties, and the shifting of spending away from human services.

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

32. Jamaica Plan Action Network (JPAN)**\$3,000**

10 Cerina Street, Jamaica Plain, MA, 02130 Genevieve Howe 616/524-3963 cppk@msn.com
Funding for general support of a start-up peace and justice group that is organizing their community against US military actions and governmental repression.

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

33. National War Tax Resistance Coordinating Committee**\$1,500**

P.O. Box 6512, Ithaca, NY 14851 Mary Loehr 607/277-0593

Funding to update the "War Tax Resisters and the IRS" booklet, which outlines strategic practices of war tax resistance.

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

The board would be more interested in funding more public mobilizations. We would like to see more creative strategies for public mass tax refusals.

34. New Jersey Peace Action Education Fund**\$1,600**

89 Walnut Street, Montclair, NJ 07042 Madelyn Hoffman

913/744-3263

www.njpeaceaction.org

Funding to hire a part-time organizer for the "Justice Not War" campaign to educate the public about non-militaristic responses to Sept 11th and highlight foreign policy changes that could lead to lasting peace.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Prisoners**35. Prison Activist Resource Center****\$0**

P.O. Box 339, Berkeley, CA 94701

Trinh Le

510/893-4648

www.prisonactivist.org

Funding for the second Dismantling Racism Workshop, which seeks to confront racism within the organization and build strategies to dismantle institutional racism.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Concern about the lack of growth implied by repeating the same workshop without demonstrating the connections between these workshops and their work.

36. Task Force on Money, Education and Prisons, Inc.**\$3,000**

P.O. Box 5311, Madison, WI 53705

Barbara Rowe

608/849-5998

Funding for the printing and distribution of the group's newsletter, about prison reform in Wisconsin and the connection between economics and the prison industrial complex.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Women**37. LEAD International (Leadership, Education, Action, Diversity)****\$0**

P.O. Box 1103, Montpelier, VT 05601-1103

Gail Zatz

802/223-6299

www.leadintl.org

Funding for the research phase of the Vermont Access Project, which seeks to reveal the causes for the decline of abortion access at VT hospitals while developing tools for organizing around improving this access.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Come back for the organizing steps of this project.

38. Women's Peaceland, Inc**\$0**

5440 Route 96/ P.O. Box 34, Romulus, NY, 14541

Dorothy Emerson

781/483-3133

RevEmerson@aol.com

Funding for initial organizing efforts to bring women back to the Peace Camp to celebrate its 20th anniversary and to reinvigorate the women's peace movement.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Youth

39. Calpulli Tlapalcalli/Casa de Colores

\$2,000

P.O. Box 3032, Brownsville, TX, 78523 Roberto Martinez 956/748-9159 tlacalli@aol.com

Funding for Esperanza Unida which provides youth with traditional and alternative cultural development projects, political education and community organizing opportunities.

Decision: Full _____ Partial x No _____ Undecided _____

Comments:

Mostly cultural preservation rather than organizing, but good border immigration organizing.

40. Youth Leadership Support Network

\$1,500

P.O. Box 5372, Takoma Park, MD 20913

Douglas Calvin 202/882-8677

www.worldyouth.org

Funding for the Neighborhood Networks project that will create a communications infrastructure among youth and youth groups as part of a larger youth media and training network.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Total Number of Requests	34 regular grants; 5 multi-year grants; 3 emergency grants; 1 loan; 25 not on agenda
Total Amount Requested:	\$ 116,798
Total Allocation for Cycle:	\$ 88,000
Total Grants:	\$60,100 regular grants; \$ 12,000 multi-year grants; \$ 0 emergency grants
Total Loans:	\$ 3,000
Total Allocated:	\$75,100
Total # of Grants Allocated:	26 regular grants; 4 multi-year grants; 0 emergency grants
Total # of Loans Allocated:	1
Total # of Grants and Loans:	31

Carol Schachet
RESIST
259 Elm Street, Suite 201
Somerville, Massachusetts 02144

March 8, 2002

Dear Carol

Eileen Bolinsky has approached me recently to ask me whether I would be interested to be nominated to RESIST's Board of Directors. I was deeply honoured for I considered RESIST as a very important organisation working for social change and social justice.

Ever since my arrival to the Boston area, I have been following the precious work that your organisation pursues to help the voiceless be heard and to defend the full human rights of US citizens and of immigrants. I have been particularly interested by the work that RESIST has been undertaking to help the immigrants and refugee communities as well as to support women organisations. As an Arab Muslim woman immigrant myself, I consider your work central in strengthening the grassroots' efforts of immigrant organisations to cope with the challenges facing them.

Please find enclosed a resume of mine. As you will see, I have worked with a number of grassroots groups, both in Europe and the US. I hope my experiences and my expertise can be of value to the Board.

I look forward to hearing from you.

For peace and justice

A handwritten signature in dark ink, appearing to read 'Leila Farsakh', with a stylized, flowing script.

Leila Farsakh

CURRICULUM VITAE

Name : **Leila FARSAKH**
Nationality: **Palestinian/Italian**
Date of Birth : **15th August 1967**

Permanent Address:

33 Chatham Street,
Cambridge MA 02139, MA

E-mail: **LFarsakh@aol.com**
Tel: **617- 547 3414**

WORK EXPERIENCE

- 1998-1999 **Palestine Economic Policy Research Institute (MAS), Ramallah, West Bank.
Research Associate.**
- 1993-1997 **Organisation for Economic Co-operation and Development (OECD), Paris, France.
Research Economist.**
- 1990-1991 **United Nations Development Programme (UNDP), East-Jerusalem.
Assistant to the Programme Management Officer.**

RESEARCH AFFILIATION

- 1999- **Affiliate in Research, Centre For Middle Eastern Studies, Harvard University, Cambridge.**
- 2000- **Research Fellow, Trans-Arab Research Institute, Boston.**

OUTREACH ACTIVITIES

- 2001 - **Founding Member of the *Boston Committee for Palestinian Rights*, Boston**
- Fall 2000 **Organized the *Palestine Refugee Right of Return Seminar Series*, sponsored by the Trans-Arab
Research Institute at MIT, Cambridge, MA.**
- 2000 - **Vice President of the *American-Arabs Anti-discrimination Committee (ADC)*, Mass. Chapter**
- 1994-1998 **Active Member of the Association France-Palestine, Paris, France**
- 1996-1998 **Member of the Euro-Mediterranean Forum, Paris, France**

AWARDS

- 2001 **Received the *Peace and Justice Award* from the Cambridge Peace Commission, City of
Cambridge, Cambridge MA, USA.**

LANGUAGES

Arabic: Mother tongue.
English, French, Italian: Fluent.
German, Hebrew: Conversational abilities.

EDUCATION

- 1997-2002 **University of London**, School of Oriental and African Studies, United Kingdom.
Ph.D. in Development Economics
- 1989 - 90 **University of Cambridge**, New Hall College, United Kingdom.
M. Phil. In Politics and Sociology of Development.
- 1986 - 89 **University of Exeter**, United Kingdom.
B.A Honours in Political Science.

PUBLICATIONS

Book:

O'Connor, D. and L. Farsakh (eds.) (1996) *Development Strategies, Employment and International Migration*, OECD Development Centre Publications, Paris.

Articles in Refereed Journal

Farsakh, L. (2002), "The Future of Palestinian Labour Flows to Israel" *Journal of Palestine Studies*, vol. 30, no.4, Spring 2002 (forthcoming)

Farsakh, L. (2001) "The Viability of a Palestinian State in the West Bank and Gaza Strip" *The Electronic Journal of Middle Eastern Studies, MIT*, vol. 1, no.1, winter 2001.

Farsakh, L. (2000) "North African Labour Flows and the Euro-Med Partnership", *The European Journal of Development Research*, vol12, no.1, June 2000, pp.58-79.

Other Publications

Farsakh, L. (2000) "Une viabilite economique sans souverainete territoriale en Cisjordanie et Gaza", in Gresh,A. and Billion, E.A, (eds.), *Actualites de l'Etat Palestinien*, Le Monde, Paris.

Farsakh, L. (1999) *The Peace Process and Labour Flows to Israel in the interim period: A Critical Assessment of Labour Related Articles in the Protocol on Economic Relations between Israel and the PLO*, MAS Publications, Ramallah, West Bank.

Farsakh, L. (1999) "Palestinian Labor Flows to Israel and the Economic Protocol" in Philippe, B and C.Pissarides (eds.), *Evaluation of the Paris Protocol: Economic Relations between Israel and the Palestinian Territories*, Report to the European Commission, EU, Brussels.

Farsakh, L. (1998) *Palestinian Employment in Israel, 1967-1997: A Review*, MAS Publications, Ramallah, West Bank.

REFEREES

Dr. Elaine Hagopian
Professor Emerita of Sociology
Simmons College, Boston
echagop@aol.com

Dr. Nancy Murray
American Civil Liberties Union
99 Chauncy Street, Boston
numurray@aol.com

Format/Questions for Resist Board Candidate Interviews
updated April 3, 1996

Below are some questions that we can use as guidelines when interviewing potential Resist board members. They do not need to be worded exactly this way, but rather these questions offer suggestions for how we can evaluate the potential fit between the individual and Resist.

1. Brief introductions, including a short description of Resist's history, structure of the Board, scenario for board meetings.
2. Why are they interested in becoming a member of Resist's Board?
3. What types of political projects and other activities have they engaged in?
4. What types of projects would you like to see funded? What types would you not want to fund?
5. Can they attend regular board meetings? (Board meetings are held every six weeks on Sundays between 11a.m. and 4 p.m.)
6. Is a two-year commitment agreeable?
7. Do they have any special needs or responsibilities that might interfere with fulfilling your board responsibilities?

If time allows:

- * What groups are they familiar with?
- * Have they been on any other boards? If so, how was that experience?

Kate Cloud's exit interview from Resist
March 29, 2002

1) What did you expect your role as a board member would be when you first joined Resist? Did those expectations change?

- Review proposals
- Participate in governance

No, my expectations did not change.

2) What did you enjoy about being a board member?

- Vast opportunity to learn, reading proposals, discussions
- Prestige
- Personalities of others on board

Problematic aspects:

- First time as a board member : own shyness/insecurity at the time
- Second time: feeling out of synch with others
- Personnel committee: doing staff evaluations changed my relationship with them

3) Why are you leaving the board?

- Differences of opinion with others—see my letter
- The rewards diminished compared to the time we were expected to contribute
- Reading proposals was not the same education as 20 years ago (may be who I am now)
- But it feels like I cut off a limb

4) Are there ongoing issues in Resist that influenced your decision to resign?

- Current structure creates difficulties for personnel: supervision and accountability
- Board has hard time getting off the dime, never seem to get to answers, obfuscated discussion
- Our potential for leadership on the left is not realized –great minds, political expertise, not using these, e.g. advisory board
- I couldn't think of a way to be helpful
- We have a problem of internal leadership—there is covert control and power but no bold leadership in the face of a dire situation

My advice:

- Build on Resist's reputation and strong political expertise
- Go forward with courage
- Solve the structural problems e.g. what it does to have staff on board, limited accountability is masked by tremendous competence of staff, put an administrator on staff

5) What role would you like to play with Resist in the future?

- Be on Advisory Board if others think that's OK
- Continue to be a pledge
- Continue to refer people to Resist
- I want to have a good relationship with Resist and its individuals

6) Would you recommend people to join the board? (If no, why; if yes, who?)

- Resist needs to know who it is first-be more in synch with each other
- It needs to get beyond personalities-needs its people to be on same page on how the organization should be run
- Resist should never let go of the goal of diversity—antennae need to be up all the time
- Need to be more persistent and timely about recruitment efforts—nothing beats the personal touch. It's very competitive for board slots right now, and Resist needs to make it sound like a really together place. We need a process less lackadaisical and slow and more reliable. If the fish is on the line, reel it in!

What would have made serving on the board more rewarding?

- Tighter business meetings with less confused results
- Grants portion of board meeting: having a grants committee review all the grants ahead of time, maybe with community activists helping?—then having them send recommendations to board for quicker vote. This would allow for more political discussion and more efficiency and make the meetings less boring and repetitive (and maybe cut down on the feeling some have of having to comment on every proposal).

Would you come back to the Board later?

- I'd never say never...

Overview of Board Recruitment Process: Prepared 3-26-02

The Board Development Committee was asked to overview the process used to recruit and interview prospective Board members. A rough explanation appears below.

Nominations:

Any member of RESIST's Board of Directors, Board of Advisors, and Staff can suggest names of prospective Board candidates to the Board Development Committee. These suggestions should keep in mind the requirements of the BOD and the specific needs of the Board at any given time, like financial expertise or ethnic background, etc.

Individuals may also contact RESIST directly to put forth his or her own name. The Board can also choose to ask colleagues, funders and grantees to recommend names for the Board.

Contact/Inquiries:

The Board Development Committee is responsible for overseeing the recruitment process, including: gathering suggestions of prospective candidates, contacting prospective candidates, sending information, evaluating (based upon Board-approved priorities and requirements) the "fit" of candidates, conducting interviews and making recommendations to the Board. The Board Development Committee may also hold "open houses" for candidates to meet and talk with Board members (as we did when Jan Gadsden Louissant consulted with us), but that is not a mandated procedure.

Generally, after a name is put forward, a member of the Board Development Committee contacts that individual to offer basic information and inquire about his/her interest in serving on the Board. If an interest is expressed, the Board Development Committee sends a packet of materials, including: a cover letter, the Grants issue of the Newsletter, the Grant Guidelines, the Board of Directors job description, and a brochure. The cover letter informs candidates that if they are interested in pursuing a position on the Board, they should send a letter of interest and a resume to the RESIST office.

The Board Development Committee may do a further follow-up phone call to a candidate to make sure that the materials were received and answer any questions/concerns raised.

Evaluation/Interviews:

Once a letter of interest has been received, the Development Committee does another initial evaluation of the candidate to make sure that the basic requirements are met. This might include any number of criteria stipulated by the Board, such as skills or abilities, political background, race or ethnicity, gender or sexuality, etc. For instance, the Board set a policy that "2/3 of all new Board members shall be selected to promote racial or ethnic diversity, with a special focus on outreach to and recruitment of African Americans and Latinos/Latinas. The ratio will be evaluated yearly." Recruitment, therefore, follows that mandate.

If a candidate seems good, then the Development Committee usually mentions their name and

information to the Board as a whole, either at a Board meeting or via e-mail, to solicit any information about them. I'm not sure if this is required by the Board, but it has been standard operating practice once a letter of interest has been received. Then an interview might be arranged. Usually, two Board members conduct the interview with a standard set of questions. Then the Development Committee discusses the candidate and makes a recommendation to the Board.

Vote for Board Membership:

The full Board votes on membership to the Board of Directors. During Abby's nomination process, it was specified that the vote be taken at a Board of Director's meeting, not via e-mail or telephone.

Special Circumstances:

At times, the Board of Directors or the Development Committee might take special steps during the recruitment or evaluation of candidates, including:

- * hosting an open house
- * waiting to invite members until a certain number is reached (e.g. Bring on a "class" of two or three members at a time)
- * suggesting someone join a committee until there is a Board "opening" for them

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

Board Development Committee Meeting Tuesday March 26, 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
Enae 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: Eileen Bolinsky, Pam Chamberlain, Ty DePass, Carol Schachet

I. Pam announced that, after this meeting, she will resign from this committee because she has taken on a position (at least in the interim) on the Executive Committee. Three committees is too much, so this one will have to go.

II. Jorge (and the Executive Committee) requested that the Board Development Committee review the process of Board nominations and elections. Carol summarized the process (see attached), which was reviewed and amended at this meeting.

III. Jorge also requested that the Board Development Committee revisit the decision concerning bringing 2 people of color on to the Board before extending an invitation to another white member.

From Board Decision Overview:

11/21/99 **Board Development.** 2/3 of all new Board members shall be selected to promote racial or ethnic diversity, with a special focus on outreach to and recruitment of African Americans and Latinos/Latinas. The ratio will be evaluated yearly.

After some discussion, the Committee unanimously reaffirmed the 2/3 commitment and is doing outreach accordingly.

IV. Recruiting:

Members gave updates on the individuals they have contacted as part of the outreach to the Board. Carol circulated on letter of interest and resume received from Leila Farsakh. It was decided that Ty and Wec (who Eileen will call to ask) would interview Leila. Other letters of interest are expected soon and will be dealt with when they arrive. Looking at the calendar, it would seem that candidates would be recommended to the Board at the June or August meetings to begin serving in the Fall.

Ty said that Eva Boyce might be open to the Board in the Fall. Pam has a colleague of color at PRA who will send a letter of interest soon. Carol will call Amanda to see if she has interest or time to resume her involvement in the Board.

Additionally, Gavriel Wolfe and Cynthia Bargar remain interested in joining the Board. The committee thought it would be wise to involve them in a committee to keep them engaged.

V. Exit Interview

Pam will conduct an exit interview with Kate. Hopefully the interview will be completed before the meeting at Pam's house on 4/6 which will discuss Kate's resignation and the issues her letter of resignation raised.

VI. June's exit interview was included in the Board packet for informational purposes. The Development Committee has no plans to discuss it at the upcoming Board meeting.

VII. Becca's Board Status

The Board was supposed to consider whether Becca could become a voting member of the Board at the last (February 2002) meeting. That discussion did not happen. The Board Development Committee discussed whether—if Becca becomes a voting member—that counts in the 2/3 recruitment policy. The Committee decided that, because Becca is a staff member, her membership on the Board would not work toward the 2/3 requirement and would last only while she is a staff member. She could then, after her staff tenure, apply to become a full Board member. At that point, all regular considerations (such as ethnicity and time availability and skills) would apply.

**Overview from Grant Committee Minutes
March 7, 2002**

A. Grants issues for August meeting on Resist Programs

1. Grant-making policy

- geographic and topical priorities for awarding grants
- size and number of grants (many small v. fewer big)
- how political priorities are emphasized in evaluations
- short and long-term goals of grant-making program
- larger vision of social justice for single issue groups

2. Grant-making practicalities

- public v. internal information
- adherence to funding criteria
- revised grants application
 - areas of emphasis on the application
 - grants not awarded on a competitive basis; on the basis of individual merit.
- allocation of proposals within the Board to alleviate level of work
 - contact foundation colleagues to discuss this issue
- diversity outreach
 - outreach to under-represented geographic/topic areas
 - multi-lingual applications
- evaluation of grant-making practices
 - what criteria are emphasized in awarding grants?
 - create list of objective and subjective criteria used to make grants decisions

B. Structure of discussion

1. Packet/Preparation for Meeting

- history of grant-making decisions
- current guidelines
- Applications (multi-year and general)
- revised application
- solicit questions re: grants committee or grants work
 - answered during the presentation

2. General Structure of Discussion

- Presentation of grants work
- Explanation of grants-related Board questions
- Discussion re: how Resist's political goals are carried out by grants program
- meaning for long term vision

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Henry Rosemont, Jr.
Carol Schachet
Abby Scher
Nancy Wechsler

Grants Committee Meeting- Minutes

April 26th, 2002

Marc's Office 9am

Present: Marc, Kay, Becca

I. Protocol for emergency granting process

A. Kay had a concern about not getting enough information about the emergency grant requests to make a fully informed decision. The committee would like to hear the grantee's words about their project and why it constitutes an emergency.

-Committee concluded that emergency grants are made on the basis of staff decisions with input from the committee. (Issues cited concerned the relatively small amount of money and the 48 hour promise to grantees)

-The staff will paste the emergency grant guidelines in the bottom of emergency grant emails to the committee. Any emailed proposals will be forwarded to the committee. Board members can request that proposals be faxed to them.

B. The committee reaffirmed that emergency grants are made for projects acting in response to external or internal changes that could not have been predicted (ex. political crises, office vandalism)

II. Status of IWRC grant

A. Now that the IWRC has gone through mediation, Resist recognizes the important history of the organization and its work in turmoil. Recognizing that the money is important to the organization at the present time, Resist will award them their full grant of \$3,000 for the second year of their multi year. The committee asks that the organization submit a progress report before their 2002 grant will be released in October.

-Becca will call other funders to find out their decisions regarding the organization.

III. Policy on organizational chapters

A. Both CANs were deferred to the Grants Committee to decide whether they fit the policy for being autonomous organizations. - The committee decided not to fund the organizations since they do not qualify as separate autonomous groups.

B. The organizational policy on chapters has never been formalized. Chapters are analogous to projects of large organizations. They need to have a way of making decisions as separate organizations.

Board of Advisors

Frank Brodhead
Bell Chevigny
Noam Chomsky*
Tess Ewing
Norm Fruchter
Renae 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
Roxanna Pastor
Merble Reagon
Cheryl Smith
Amy Swerdlow
George Vickers
Fran White

* founding members

-Proposal for policy regarding organizational chapters:

Indicators of separate organization are:

- *a stand-alone budget

- *a separate board

- *the organization sets policy autonomously- (The parent organization does not have veto power over the activities of the chapter, except as they may conflict with the mission and goals of the organization as a whole)

- *the grants are made directly to the organizational chapter (not a necessary criteria as many chapters use their central office as a fiscal conduit)

-This proposal will be sent to the Executive Committee to be added to the agenda at a future board meeting when there is room in the agenda.

IV. Revised Application

A. Becca will email the proposed revised application to the committee with the current applications and guidelines.

B. Perhaps include in application a check-list for eligibility- "Are you _____?" "If you answer Yes to any of these questions, you are not eligible for our grants"

V. Grants Decisions

A. The committee asked that in the future, the committee be sent the budget sheets for organizations whose budgets are too big. Also, that the staff comments be left on the cover sheets.

B. 32 proposals were evaluated; 6 proposals were sent back into the cycle for evaluation at the general board meeting; 1 proposal was deferred until talking to Ty