8-9-2002

Resist Board Meeting, Aug. 9, 2002

Resist

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Long Range Planning Committee
Minutes
Weds, July 10th 5:30pm
Resist Office

Present: Marc, Kay, Carol, Pam, Becca (Chair)

I. Pick a chair for the Long Range Planning Committee.

Becca will serve as Chair for the Long Range Planning Committee until the Oct annual meeting.

II. Check in from June Board meeting discussion.

A. Next steps coming out of Personnel discussion-
   *Concerns about the incomplete coverage of the personnel policy at the June board meeting:
   2. Not resolved at the June Board meeting the issue of an Office Manager position.
   3. Not addressed at the June Board meeting: The changes to the Personnel policy which included- Reporting (Staff to BOARD) and the Hiring process.

Also not addressed: the Personnel Policy as a whole, including staff comments on the existing personnel policy.

III. LRPC and Executive Committee territory in the long range planning process.

A. Need increased clarity of the role of the Long Range Planning Committee on the Board. It is not clear how the EC and LRPC relate. This lack of clarity comes out when the LRPC’s recommendations are not always incorporated into the Executive Committee’s agenda.
   1) Need to clarify the roles of the two committees in this process.

B. There is a sense at board meeting that it is not clear whether the goal is open discussions about specific topics or ratifying proposals on the specific topics.

C. Possible concern about a lack of written document coming out of the long-range planning process.

-This is more a structural look at the workings of the organization than a long term strategic planning process. The process seems to be focusing on how things happen now rather than being future focused.

IV. August Board meeting.

A. From the June Board minutes: “Keep the August meeting as scheduled, knowing that the BOARD may need to carry conversation forward into October. The Long Range Planning Committee can meet to discuss how to carry the idea forward. The LRPC will talk with the Grants Committee and Executive Committee.”

Long Range Planning Committee’s proposal: Given that five board members are expected to
miss the August Board meeting (including the Chair of the Grants Committee, the Chair of the Communications Committee, and the Grants Program officer), Resist postpone the Program discussion until a later Board meeting. Instead, the August meeting discussion will be a chance to follow-up on the Personnel discussion by addressing Board members’ visions of the overarching structure of the organization. The purpose of this discussion is to generate more ideas for the personnel committee rather making personnel decisions. It is not expected that any major changes to personnel structure would be voted on.

B. The August topic will be an overarching discussion about personnel policies in which Board members will be asked to clarify their vision of Resist’s organizational structure.
   1) Abby will present a short report on the progress of revising the Personnel policy
   2). Board members will discuss (MAXIMUM 3 minutes each) their vision of Resist’s internal structure.
   3) The Board will then use this initial discussion to ground a group discussion regarding three concerns the Long Range Planning Committee has identified:
      a) hierarchy (both between the Board and Staff and within the Staff)
      b) supervision of the Staff by Board members
      c) evaluation of Staff by Board members

C. This discussion is intended to provide a grounding for any substantive changes to the existing Personnel policy. It is not expected that any major changes to personnel structure would be voted on.

D. A member of the Long Range Planning Committee will chair this meeting after conferring with Abby

This discussion will be confined to 1 ½ hours

V. Program discussion

A. This discussion will be postponed until the October meeting if it makes sense in the aftermath of the discussion in August. Possibly the end of the personnel discussion will overlap with the Program discussion. The Program discussion will include both the Communications and Grants programs as well as any program ideas we might want to consider.

IV. Update on survey

A. We have received approximately 600 completed surveys. Becca and Hannah (intern) are in the process of data entering them.
   B. Becca will present a short report on the preliminary survey results at the August meeting.
Grant Committee
July 2, 2002
Minutes

Present: Robin Carton, Rebecca Howes-Mischel, Kay Mathew, Mark Miller, Jean Smith (intern) and Hannah Betesh (intern)

Questions arose about community organizing groups (projects, sophistication, analysis). The questions centered on how to approach truly grassroots groups who did not have strong analysis and/or proposal writing skills (what standards should be applied). In addition, how to think about grassroots efforts that do not meet resist funding guidelines. There was also a suggestion to review the media funding guidelines. It was suggested that the Board look at these issues again, perhaps in light of the program discussion during the long range planning process.

1. Weeding grants
- 52 grants are on tap for August- which is unusually high for the summer cycle.
- out of 26 grants, 22 were weeded out, 2 needed more information and 2 were left in.

2. Application
- The committee reviewed the new draft and made several suggestions for changes.

1. Budget page:
   - “If your organizational budget is over $125,000 you are not eligible for Resist funding. If it is close to $125,000, you should contact Resist before applying.”
   - remove the fiscal year section and ask: “What date does your fiscal year end?”
   - Replace the phrase Annual Budget with Financial Statement
   - leave out footnote #2 and #3 re: transportation and travel
   - put in note: “Complete the Project Budget column only if your request is for a specific project, rather than for general support.”
   - Equipment: remove the word “specify”

2. Cover Page
- use two separate lines for e-mail and web site addresses

3. Questions to remove/re-write
   - #7 and #12 are related. Leave out #7 and consider a chart for #12
   - Leave out #8
   - Combining #4 and #5. Integrate #10 into this. (e.g. Tell us about your organization, we are interested in such things as your vision of social change, accomplishments, challenges and your plan for the coming year.)
   - #3, add in: “If you are applying for general support, please describe the work of your organization instead.”
   - #13, #14: collapse two together. “How does your organization ...”
   - On last page: “Please include the following items ... Financial Statements”
4. Headings for sections:
   - Project: #1, #3
   - History: #2
   - Vision and Program: 4, 5, 10
     - social vision, accomplishments, plan for coming year
   - Organizational Structure: #6
   - Funding: #9
   - Political Focus: #11
   - Organizational composition: #12
   - Collaboration: #13, 14 (collapsed into one question)

3. August Board meeting
   - Agenda has changed from a grant focused meeting to a program focused one
   - Unclear if discussion will occur in August, given need to finish personnel discussion
   - Suggestion: The grants Committee should be responsible for coordinating the discussion since
     the grants program is one of the major ways that Resist puts forth its vision of social change. The
     Committee would work with the Communications Committee to develop the agenda, which might
     include:
     - Resist’s vision of social change and its place in that vision;
     - Review of the current grant program structure:
       affirm what is working
       suggest changes/modifications
       determine if any new grant programs should be developed
     - Review the current Newsletter format:
       affirm what is working
       suggest changes/modifications
     - Determine if Resist should implement any new programs or projects

To enhance the discussion have on hand preliminary results and analysis of the survey and the
draft of the new application

Marc, Kay and Becca will discuss this at the Long Range Planning meeting next week.

- See the attached Minutes from the March, 2002 Committee meeting for earlier
discussion on this topic.
Present: Robin Carton, Pam Chamberlain, Jorge Rogachevsky, Nancy Wechsler

1. Hire Letter for Becca
Pam will draft a hire letter. Robin will e-mail Pam a draft of the prior letter that was drafted by Marc Miller. Jorge, in his capacity as chair, will sign a hire letter for Becca.

2. Committee Chairs
The Executive Committee is charged with ensuring that all committees have chairs by the August meeting. Jorge Rogachevsky is the chair of the Executive Committee. Kay Mathew has volunteered to chair the Grants Committee. Jorge will contact: Communications, Board Development committees. Pam will contact Long Range Planning and Personnel. Robin will contact Finance, Fundraising and Grant committees.

Need to set up guidelines for committee chairs and re-circulate the charge for each committee. Robin will send the current committee descriptions out to the Executive Committee.

Proposed Guidelines: A committee chair shall: call meetings; set the agenda; ensure minutes are taken at each meeting, including major issues and decisions; ensure that copies of the minutes are distributed to all Board members, including Personnel Committee minutes as appropriate; oversee follow through of committee work; report at Board meetings on the work of the committee; keep contact with other committee members; act as the liaison to the staff and the Executive Committee; all chairs shall be re-elected during the annual meeting.

3. Finance Committee
Johanna Schulman, at American Express Financial Advisors, has offered to sit on the Finance Committee and bring her expertise. She sits on the board of GLAD, the Open Center for Children, and several other not-for-profits. Robin will have a further discussion with Johanna about this role.

There is no process in place for bringing non-Board people on to committees.

4. The Call
The Call that was circulated to Board members seems very New York focused. No one has approached Resist about signing it. Positives include: a good statement attempting to raise a dissenting voice. There are some concerns about signing on given that there is very little information about who is behind the Call and what they are raising funds for. Only signed by individuals. Not soliciting organizational endorsements. Affiliated with Refuse and Resist and the RCP.

There are two Calls that are circulating, that seem similar and are both under the rubric of Not In Our Name. The Executive Committee decided that Resist should not sign the Call. The Executive Committee should provide people with access to the web sites and the Call (through these minutes). A brief explanation of reasons why to decline to sign it should go out to Board members.
Similar web sites include:

http://www.notinourname.net/
nionstatement@hotmail.com
http://www.nimn.org/

For the next meeting: agenda topics include
- continued discussion of the Not in Our Name Call
- planning for August Meeting
- the items on the Key Issue list

Next meeting Monday, July 15th. 7p.m.
<table>
<thead>
<tr>
<th>Issue</th>
<th>Action/Intervention</th>
<th>Agent</th>
<th>Helpful Hints</th>
<th>Priority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication at Board Meetings</td>
<td>Develop Guidelines</td>
<td>Board Development Committee</td>
<td>April '02 Minutes/Bd Dev Minutes</td>
<td></td>
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<tr>
<td>Mentoring</td>
<td>Disseminate Guidelines</td>
<td>Board Development Committee</td>
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<td></td>
<td>Supervise Mentoring Process</td>
<td>Board Development Committee</td>
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<td>Guidelines for Conduct of Meetings</td>
<td>Participation of Board Members</td>
<td>Board Development Committee</td>
<td></td>
<td></td>
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<td></td>
<td>How Meetings Are Run</td>
<td>Board Development Committee</td>
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<td></td>
<td>How Decisions Are Made</td>
<td>Board Development Committee</td>
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<td>Meeting Protocol</td>
<td>Board Development Committee</td>
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<td>Chairing Meetings</td>
<td>Selection and Training of Chairs</td>
<td>Executive Committee</td>
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<td>See April '02 Minutes</td>
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<td></td>
<td>Timekeepers</td>
<td>Executive Committee</td>
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<td>See April '02 Minutes</td>
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<td>Parking Lot</td>
<td>Executive Committee</td>
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<td>See April '02 Minutes</td>
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<td>Executive Committee</td>
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<td>See April '02 Minutes</td>
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<td></td>
<td>Board Development</td>
<td>Executive Committee</td>
<td></td>
<td>See April '02 Minutes</td>
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<tr>
<td>Buddy System</td>
<td>Evaluate Skills of Members</td>
<td>Board Development</td>
<td></td>
<td>See April '02 Minutes</td>
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<td>Board Development</td>
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<td>See April '02 Minutes</td>
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<td>Trust Building Activities</td>
<td>Socializing</td>
<td>Board Development Committee</td>
<td></td>
<td>See April '02 Minutes</td>
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<td>Identifying Commonalities</td>
<td>Board Development Committee</td>
<td></td>
<td>See April '02 Minutes</td>
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<td>Accountability/Implementation</td>
<td>Annual Calendar of Tasks</td>
<td>Staff/Executive Committee Oversight</td>
<td></td>
<td>Prior Minutes</td>
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<td>Work Plan for Implementation of Tasks and Decisions</td>
<td>Staff/Executive Committee Oversight</td>
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<td>Work Plan for Committees</td>
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<td>Policy for Attendance at Meetings;</td>
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<td>Committee Chairs/Membership/Charge- Guidelines for Committee Chair</td>
<td>Executive Committee</td>
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<td>Accountability</td>
<td>Identify Decisions vs. Suggestions</td>
<td>Executive Committee</td>
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<td>Referral of Suggestions/Follow Through</td>
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<td>Identify Action Steps/Responsibility for Implementation</td>
<td>Executive Committee</td>
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<td>Oversight of Issues for Review</td>
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<td>Identify and Communicate Work of Committees</td>
<td>Executive Committee</td>
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<td>Provide Committee Minutes to Board</td>
<td>Executive Committee</td>
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<td>Board Minutes</td>
<td>Executive Committee</td>
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<td>Password Protected Area on Website to Access Information</td>
<td>Communications Committee</td>
<td></td>
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<td>Archiving Materials</td>
<td>Communications Committee</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Tracking Implementation of Decisions</td>
<td>Communications Committee</td>
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<td></td>
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<td>Information Sharing</td>
<td>Resources Necessary to Accomplish Tasks &quot;Traffic Cop&quot;</td>
<td>Executive Committee</td>
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<td>Solutions</td>
<td>Look at decision list for common basis of understanding</td>
<td>Executive Committee</td>
<td></td>
<td>Board Decision List</td>
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<td>Institutional Memory</td>
<td>Provide Time for Airing Concerns</td>
<td>Executive Committee</td>
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<td>Low</td>
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</tbody>
</table>
Executive Committee minutes, July 15, 2002
Present: Robin Carton, Pam Chamberlain, Jorge Rogachevsky, Nancy Wechsler

1. Hire letter for Becca
   Pam wrote a first draft. Jorge has made a few changes and will fax it back to
   Pam for the final copy. The final copy will be given to Becca this week.

2. Update on Committee Chairs
   Board Development        Ty dePass
   Communications            Hank Rosemont (?)
   Executive Committee       Jorge Rogachevsky
   Finance                   Pam Chamberlain (Question raised as to whether
                              the Treasurer always serves as chair of Finance
                              Committee.)
   Fundraising               Kay Mathew
   Grants                    Marc Miller
   Long Range Planning       Hank Rosemont
   Personnel

   Committees seem to be meeting and identifying their work. The Executive
   Committee would like to see a copy of Committee minutes as they are generated.
   This will help the Executive Committee do a better job in planning the agendas
   for Board meetings. The Executive Committee should send a letter to chairs
   thanking them for taking on that role, reminding them of their tasks and
   requesting that the latest minutes be sent to the Executive Committee as soon as
   they become available.

   Update to minutes: Jorge has sent the letter to chairs. Since we had already set
   the Agenda and it contained a 30 minute section to discuss written committee
   reports, Jorge went ahead and requested that folks submit all minutes to everyone
   within two weeks. The process in the paragraph above will take effect after this
   meeting, unless there is objection.

   There was a suggestion made that perhaps Carol could fill the role of Chair for the
   Fundraising Committee until the next board meeting. We need to ask Carol if she
   will consider doing this.

3. Executive Committee Changes
   Wee brought up the fact that the role of Treasurer was more than she thought
   it was going to be and to do it correctly she would need more time, time which
   she does not have right now. Pam agreed to be treasurer, and Wee agreed to
   be the At-Large person on the Executive Committee. The Executive
   Committee agreed to these changes. Pam will meet with Robin about the
   duties of the Treasurer. All executive committee terms will end in October,
   when the board will hold executive committee elections. Wee agreed to send
   out an email to the board letting them know of this change.
NOTE: We will bring Executive Committee changes to the Board for ratification at the August meeting.

4. Not In Our Name Call

Bell Chevigny sent out an email about a “Not in our Name Call” which she had signed. The Executive Committee has had two discussions about our relationship to this new “Call.” Part of the discussion was about whether we should have Resist as an organization sign on to it; and part of it was about what we thought of the Call, its use of language from our original “Pledge to Resist Call”, who was actually behind this present Call, and was any real organizing coming out of it. Robin and Wec talked to various people, and did some research on this Call. Robin’s research revealed that while some well known people, including people on our advisory board, had signed the Call, there was no solid evidence that it is being used as an organizing tool. From Wec’s research on the Web, and looking closely at the signers, she concluded that this was initiated by Refuse and Resist along with their “parent” organization The RCP (Revolutionary Community Party). There is a past history with R&R and RCP of using the same language as our Pledge, as well as the same type faces in what has appeared in the past to be a deliberate attempt to confuse people as to which group was really involved. Wec called Louis to see what he thought, as the two of them had dealt with this issue for Resist extensively in the past. Louis concurred that he felt it was a Refuse & Resist and RCP initiated call. He felt that if people as individuals wanted to sign it they should just go ahead, it didn’t really make any difference. He did not think Resist as an organization should sign it. The Executive Committee discussed whether or not to take public steps to differentiate this Call from us (as they ask for money on their web site. Concern was noted about the ongoing role of RCP/Refuse and Resist co-opting Resist language for their own purposes. http://www.refuseandresist.org/altindex.html or http://notinourname.net/

Decision: The Executive Committee suggests that resist not endorse this Call as an organization, but informs Board members of its existence and individual Board members should decide whether or not to sign the document. You can find it on the web by browsing for the website of RCP or Refuse and Resist as well as Not in Our Name.

We acknowledged that this raises the issue of the role of the Advisory Board (given that a number of Advisors have signed this document without considering the ramifications). It also points out that the Board has not decided whether to be proactive or reactive in response to world events at this point.
5. Key Issues List:
   Our meeting lasted so long that we did not get to discuss any more items from the "Key Issues List." To be discussed at our next meeting.

6. August Meeting

The Executive Committee discussed issues raised in the LRPC minutes of July 10th specifically about how the Executive Committee has gone about setting agendas. The LRPC minutes first keyed us in to some concerns about who has the role of setting the final agenda for the LRPC section of the Board meeting, which then evolved into a broader discussion about setting board agendas. We took their comments and feedback very seriously. We had a lively and engaged conversation, with probably at least as many perspectives as there are Executive Committee members.

Agenda for August Board Meeting: **AGENDA STILL TO BE finalized, along with Chairs for the different parts of the Meeting.** To take place at our Monday, July 29th meeting.

Tentatively we have agreed to:

a. Committee Reports: 30 minutes
   Written reports from all committees will be available, including the Personnel Committee. Board members can raise questions about issues identified in Committee minutes.

b. LRPC: Continuation of Personnel Discussion as outlined by the LRPC 90 minutes

c. Grant Decisions
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   c. Grant Decisions
Executive Committee Minutes
July 29, 2002

Present: Robin Carton, Pam Chamberlain, Jorge Rogachevsky, Nancy Wechsler

Agenda for Executive Committee Meeting:
Chose minute taker (Wechsler)
Final determination of August Board Agenda
Pick Chairs for August meeting
Accept minutes of July 25, 2002 executive committee meeting
Key Issues list discussion (postponed to future EC meeting)

1. Agenda for August Board Meeting
   Discussion: We had a discussion of the differences in proposed agendas for the
   August meeting between the Personnel Committee and the Long Range Planning
   Committee (LRPC). Pam and Jorge had talked to Abby and Hank, and we also had
   feedback by email from other members of the Long Range Planning Committee.
   With this feedback we agreed to work from the agenda of the LRPC feeling we could
   mould an agenda that met both committee's intentions.

   Decision: The discussion at the meeting will include the parts of the newly revised
   Personnel Policy that reflect the main issues the LRPC set for the agenda for this
   meeting. Pam will go over the policy with Carol to determine the differences
   between the last policy and the newly revised policy. Pam will pick out sections that
   will apply to this meeting. These sections will be emailed to board members before
   the meeting and will also be available at the meeting. The Executive Committee felt
   this met the needs of both the LRPC and the PC to have a focussed and concrete
   discussion.

   Decision: The Executive Committee determined, though not unanimously, that it is
   the role of the EC to set board agendas. Faced with different agendas from the PC and
   the LRPC, the Executive Committee (with as much input as possible from the other
   two committees), felt it was the appropriate body to set the agenda for the August
   Board meeting. This discussion alerted us to the need for a broader discussion of EC
   functions to be addressed as part of the LRP process. We urge the LRP Committee to
   look into this.

   For Board’s information: Role of the Executive Committee as reflected in 12/00
   minutes: It is intended to address issues that fall through the cracks or have trouble
   getting addressed at Board meetings. It might meet two times per year to check in on
   the bulk of the issues listed in this section. Number six and seven {NB now five and
   six} are catchall phrases enabling the Committee to do work. This is not intended to
   be an oversight committee or have higher status than other committees. Number two
   ("Ensure that all Board decisions and policies are recorded, implemented and
   reviewed.") is merely a statement of oversight of staff work and shows the Committee
   derives its authority from the Board.
1. Ensure that the Board committees are fulfilling their roles and responsibilities.
2. Ensure that all Board decisions and policies are recorded, implemented and reviewed.
3. Ensure that the organization complies with all relevant state and federal regulations pursuant to its legal status.
4. Work with staff in preparing the agenda for each Board meeting.
5. Attend promptly to any concern brought to its attention by one or more Board members.
6. In matters of immediate concern, to act on behalf of the Board of directors, such action to be ratified, modified, or reversed by the Board at its next meeting; except in those cases where the Executive Committee’s decision is not unanimous, in which case as many board members as possible will be polled immediately via e-mail, fax or telephone, with the decision resting on a majority vote.

In addition to the 12/00 minutes above we feel that some progress has been made around the EC’s role with the addition of the Key Issues List/Grid that committees are now working from/discussing.

Decision: **Board Agenda 8/11/2002**

1. **Committee Reports:** 11am- 11:45 am. 45 minutes (10 minutes each)
   Wec will chair this section, Pam will be timekeeper for the whole meeting. All reports will be available in written format.
   - Communications Committee Report
   - Board Development Committee Report
   - Finance Report
   - Executive Committee Report
   - Personnel Committee Report

2. 11:45—1:15 (1 ½ hrs) **LRPC and PC discussion** Hank will chair
   The Board will discuss the three concerns the Long Range Planning Committee has identified, in part by using specific sections of the newly revised Personnel Policy that focus on those concerns.
   a. Hierarchy (both between the Board and Staff and within the Staff.) What range do people want Resist to fit into between a Collective and a more traditionally hierarchical organization?
   b. Supervision of the Staff by Board members
   c. Evaluation of Staff by Board members

   This discussion is intended to provide a grounding for any substantive changes to the existing Personnel Policy. It is not expected that any major changes to the personnel structure would be voted on.

LUNCH: 1:15-1:45
3. **Grants Section:** 1:45-4:30 We will chair

We will ask Marc Miller if he is willing to take minutes during the first two sections of the meeting. Becca will take minutes during the grants section.

In general we would like to see focussed minutes—summarizing gist of what is said, highlighting issues that were raised, and clearly stating the decisions made.
The Communications Committee proposes that RESIST set up and maintain a password-protected site on the RESIST web page to provide relevant and timely information for Board members.

**Items to include on the password-protected site:**
* Minutes (Board and Committee)
* Board Decisions
* By-laws
* Personnel Policy
* Committee descriptions and member lists (NOTE: include hot links for members on the contact lists)
* Meeting protocol
* Grant evaluation tools
* Calendar of work. Put uncompleted things in red to highlight them.

**Start-Up/Set-Up**

The following are required to set up this site:
- Set up a password protected portion of the web page (estimated time: 1 hour)
- Establish a clear index/table of contents for materials; set up pages needed (estimated time: 2 weekends of Robert's volunteer time; 10 hours of consultant time @$50/hour=$500.)
- Upload materials. Begin with current year and work backwards. (Not certain of time—depends on the amount of material. If hiring an intern, estimate 30 hours @$10/hour = $300.)

**Maintenance of Site**

Site would be maintained by someone in the office. Estimate that it should take no more than 2-3 hours per week to maintain the site. Items would be posted weekly, and any materials must be received at least two full days ahead of posting deadline. NOTE: if current staff takes on this responsibility, some time-approximate work would need to be lifted. Documents will be able to be posted using Word and FTP (file transfer protocol) software currently used in the office.

Board members will receive an e-mail when materials are uploaded.

**Timeline**

If the Board approves of this at the August meeting, the site should be running by the beginning of 2003.

NOTE: Please read Communications Committee minutes for discussions of confidentiality and passivity.
Communications Committee Minutes
June 27, 2002

Present (via telephone): Ty DePass, Jorge Rogachevsky, Carol Schachet

I. Web Site for Board Information

Background: At previous Board and Executive Committee meetings, people floated the idea of having a password-protected portion of the RESIST webpage to provide pertinent information. The EC asked this committee to discuss the details of such an idea and any implications for budget or staff.

A. Use of technology:
   * Passivity: Concern that web sites are passive tools which still require members to actively visit the site to get information. Ty suggested that whenever new information is posted, e-mail alerts be sent out to draw attention to it.
   * Confidentiality: Jorge suggested that confidential information not be posted.
   * NOTE: Ty has “minute formats” that he can make available.
   * Discussion/Chat room: There seems to be no need for additional “chat” structure or threaded discussions in the web page. Those can take place via regular e-mail or “Real Time” discussions between Board members.

B. Items to include on the password-protected site:
   * Minutes
   * Board Decisions
   * By-laws
   * Personnel Policy
   * Committee descriptions and member lists (NOTE: include hot links for members on the contact lists)
   * Meeting protocol
   * Grant evaluation tools
   * Calendar of work. Put uncompleted things in red to highlight them.

C. Capacity: who will do the work?
   * Start Up. This includes configuring the site, setting up the firewall, uploading the materials. Robert Morrison has volunteered to offer assistance in this. Not sure what his time availability will be. Carol will ask Robert to estimate the how many hours it would take to set this up and what a consultant would charge. Also ask about necessary browsers and software.
   * Maintenance. Site should be maintained by someone in the office. Estimate that it should take no more than 2-3 hours per week to maintain the site. Post items weekly, and require that materials be received at least two full days ahead of posting deadline. Look into using software (such as Dream Weaver or Front Page) to facilitate the upload. NOTE: if current staff assume this responsibility, some time-approximate work would need to be lifted.
* Timeline. If the Board approves of this at the August meeting, then we will start to move ahead. Hope to have it running by the fall, depending on the availability of Robert or allocating time and/or money to do the initial setup and uploads.

II. Making and Tracking Board decisions

A. What kinds of votes are appropriate via e-mail, telephone or at Board meetings? In the past, some votes have happened through phone or electronic “polls” but most occur at Board meetings.

* Jorge will write up a straw poll for Board members to gather opinions about voting: “Would you approve of voting via e-mail (or phone?) in the following situation…” Ty and Carol will send him possible scenarios or votes to include.

* The responses will be compiled and presented at the next Board meeting.

B. Follow-up on decisions. The Executive Committee should keep track of decisions and either follow-up or delegate the follow-up to another committee as appropriate.

III. Spanish Materials

A. Bi-lingual orientation. Some time ago, this committee discussed offering more materials in Spanish, including Newsletter articles. At that time, Jorge was going to lead a political discussion on the subject at a Board meeting. That never happened. It is suggested that this item be taken up first thing after the Long Range Planning process is over, and Jorge lead the political discussion at the February 2003 meeting.

B. Updating current materials. The Board previously offered basic grant materials in Spanish, including the application and grant guidelines. Those have not been updated in years despite changes to them. Jorge volunteered to translate them this summer. We will ask Amanda, as a Board of Advisors member, to review his translation.
RESIST illegitimate authority

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

Board Meeting Minutes
August 9, 2002 -10:45 a.m.-5pm
Resist Office259 Elm Street,#201
Somerville, MA 02144
617/623-5110

Present: Becca, Carol, Hank (11-4:30), Jorge (till 4:30), Marc, Pam, Wec
Chair: Wec (except for Personnel Committee discussion, chaired by Hank)

I. Committee Reports
NOTE ON COMMITTEE REPORTS: Board members previously received
committee minutes, which contained the details on proposals and reports at the
board meeting.

A. COMMUNICATIONS COMMITTEE REPORT, Jorge reporting:
* New newsletter just out.
* Did survey of board about making decisions by e-mail. Results have been sent
to board members. No action to take now.
* Committee has proposed setting up a password-protected Web site for Resist
board materials. To hold archives (meeting minutes, approved documents, etc.).
Need to decide later how it will be used for current business? Will e-mail notices
include attachments or direct board members to the Web site to download the
material or both?
DECISION: Unanimously to proceed as proposed by the committee,
including the possibility of spending up to $800.

B. BOARD DEVELOPMENT COMMITTEE REPORT, Carol reporting
Two proposals about changing procedures during board meeting:
1. To approve minutes of a board meeting at the beginning of the following meeting,
with most comments made in the interim.
2. To sum up decisions made during business section of the meeting before
beginning the grants discussion; to sum up grants section at end of meeting; and
to reflect on the meeting process at each of those points.
DECISION: Unanimous to try out both procedures.

Committee is also looking into new members. Will bring Leila Farsahk to Board
for decision next meeting. But would like to bring on several new people at once,
rather than one at a time. Also talking with Nikhil Aziz of PRA and a few others.
Jorge: tried to clarify that we do not have a policy to bring on "people of color" but rather African Americans and Latinas/os.

C. FINANCE COMMITTEE REPORT, Pam reporting
Recommends we be vigilant in grant making due to being behind in income and over in expenses.

In reports to the board, need to make it clear YTD budgeting treats all months equally, rather than reflecting the reality that both expenses and income have high and low periods through the year.

Johanna Shulman has agreed to give advice on investing four times per year.

D. EXECUTIVE COMMITTEE REPORT, Jorge reporting
May need more clarity on role of executive committee at some point.

Proposal: Pam to be treasurer.
DECISION: Unanimously approved.

Discussion: Do we need to decide who sets the agenda for board meetings?
Moved to table discussion until next board meeting. Motion rejected
Motion: Executive committee sets the agenda
DECISION: Motion approved; 6 for, 1 abstention

E. GRANTS COMMITTEE: No report

F. LONG RANGE PLANNING COMMITTEE REPORT, Becca and Marc reporting
Becca made a preliminary presentation on findings of the LRPC survey. Great appreciation expressed for the quality, quantity, and value of Becca’s work. (Please refer to your packet for her summary report.)

Marc reported on sense of LRPC’s role and where we are in it.

II. PERSONNEL COMMITTEE REPORT/DISCUSSION OF PERSONNEL POLICIES
Jorge: Do the proposed personnel polices reflect questions of hierarchy?
Pam: Still need a way to provide the support, feedback, etc. that a supervisor would do on an ongoing basis
Carol: Board doesn’t seem aware of what the staff does (for example, meets regularly) to provide this to one another.
Carol: Still not clear how evaluation happens, given earlier difficulties with this
Jorge: Need a coordinator due to problems with past evaluations. But he does have concerns about the specific proposal for coordinator: 6-month tenure.
Wec: People (staff and non-board staff) have personal needs (for example, to feel valued) and no one on the staff has responsibility for helping meet these.
Wec: Has doubts rotating coordinator would work out. It’s a compromise.
Wee: Reflects on past problems with Jacquie that led to questions around evaluation.
Carol: The proposed policies would prevent problems of the past. What concerns are we trying to answer?
Marc: Don’t fixate on specific problems of the past. Focus us ways to address questions of evaluation and supervision.
Jorge: Organization is evolving and growing. How do we prepare for that?
Jorge: Much discussion of how staff feels. Need to discuss how non-staff board members feel also. Very isolated and hard to be involved. Need to address why people leave. Need more liaison between staff and non-staff board members.
Wee: Hiring problems date from hiring Nancy Moniz.
Wee: If there were a coordinator, envisions roles would include to maintain board Web site, supervise staff, keep board plugged in.
Pam: Changing her opinion. Revolving coordinator won’t work, given concerns expressed today. May need a director/coordinator. Envisions a larger organizations, big enough to justify a coordinator on staff. Indication of our success, not failure to avoid hierarchy.
Carol: How much do issues under discussion deal with structures/processes and how much with relations between specific individuals?
Jorge: Need more efficient communication between staff and rest of board.
Marc: Notes high emotional level.
Marc: Suggests need for LRPC to address board roles, responsibilities, etc.
ACTION: LRPC to take responsibility for next step on that.
Marc: Suggests we focus today on three scenarios: staff director, rotating coordinator as in proposed personnel policies, and no change.
Carol: Responds to Jorge on feelings about staff concerns.
Jorge: Need coordinator or director to address problems that end in limbo.
Hank: As an example of an item in limbo, said that LRPC ignored personnel committee’s recommendations for the board meeting. As another example, asked who decides what the newsletter will cover.
Carol: Comm. Comm. and her as staff decide on newsletter contents. She is editor and proposes yearly calendar of topics. She solicits articles with input from Comm. Comm. and other board members.
Hank: Read off Paul Lauter’s resignation letter.
Hank: Prefers coordinator option. He thinks this works when coordinator has authority. Perhaps a one-year term would be better than six months.
Hank: Notes that one year after 9/11, Resist has done nothing to respond.
Marc: Suggests focus on feasibility and value of a staff director.
Jorge: Suggests a straw poll.
Hank: Doesn’t know what role Personnel Committee should play from now on.

The Straw Poll:
Becca: Prefers a director or no change. Not a rotating coordinator.
Marc: Director is first choice, then coordinator, then no change.
Carol: As is but with other modifications already proposed for personnel policies (e.g., staff reports, link of reports to job descriptions, board Web site). Separate this question from the rest of personnel policies.
Jorge: Time for a director. Second choice is coordinator. Can't continue without a change.

Wee: Director. Look for qualities reflecting concerns about support, supervision, etc. No second choice.

Pam: Director, but maybe not immediately. Plan for this. In interim, see if we can implement changes to address some issues and see how those help.

Hank: Coordinator with authority elected annually. Director is too vertical, and can't continue as is.

Jorge: Moves that one person take responsibility for articulating (or getting someone else to articulate) each model in time to reach board members in one month. At the next board meeting, we will discuss and vote.

DECISION: 5 for; 2 abstentions
DECISION: Hank will do coordinator; Jorge will do director; Carol will do collective (current, with improvements)

III. Reviewed decisions

Comments on process:
Pam: We are struggling with dealing with change. Strong emotions mean collective passion about Resist. Lots of contributions today. All should read minutes and other board materials carefully for next meeting.
Jorge: Difficult, honest conversation.
Wee: Helpful, productive discussion.

END OF BUSINESS MEETING; PROCEEDED TO GRANTS DECISIONS.
Emergency Grant

Campaign to Protect Chinatown
33 Harrison Avenue, 3rd Floor, Boston, MA, 02111 Sherry Hao 617/426-0643
www.protectchinatown.org

Emergency funding for a referendum that will give a voice to non-English speaking residents of Chinatown who have been excluded from the city planning process for development and land use projects in their community.

Multi Year Grants

Renewal

1. Association for Union Democracy - Women's Project
500 State Street, 2nd Floor, Brooklyn, NY 11217 Jane Latour 718/855-6650
www.uniondemocracy.org

Funding for year two of multi-year general support for organization raising public awareness and putting pressure on unions, contractors, and government agencies for the enforcement of equal access and opportunity for women in nontraditional blue collar skilled jobs.

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

2. Maine Rural Network
51 Shore Road, Standish, ME 04084 Naomi Falcone 207-642-2015

Funding for year three of multi-year general support for coalition building and community organizing for group working on social justice issues in rural Maine.

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

3. Project on Youth and Non-Military Opportunities (Project YANO)
P.O. Box 230157, Encinitas, CA 92023 Rick Jahnkow 760-634-3604

Funding for year three of multi-year general support for organization engaged in counter-recruitment campaigns highlighting non-military alternatives for job training, education and community service.

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

4. Campaign to End the Death Penalty
P.O. Box 25730, Chicago, IL 60625 Alice Kim 773/955-4841 www.nodeathpenalty.org
Funding for multi-year general support for organization working to build public awareness and opposition to the death penalty.
Decision: Full ____ Partial ____ No ____ Undecided ____
Comments: Concerns about ownership of actions and who they are connected to.

Africa/Asia/International

5. PINTIG Cultural Group
4750 North Sheridan Road, #481, Chicago, IL, 60640 Louie Pascasio 773/293-2787 www.pintig.org
Funding for Dreamweavers, a play that depicts the economics of third world poverty as a way to stimulate discussions about immigration and its global impact on human lives.
Decision: Full ____ Partial ____ No ____ Undecided ____
Comments: Ask them to discuss more fully how they conceive their long term goals of using cultural work for organizing. Encourage application for a multi-year grant.

Community Organizing/Anti-Racism

14 Beacon Street, #407, Boston, MA, 02108 Urszula Masny-Sokolowski 617/227-7335 www.nlgmass.org
Funding for the 9-11 Project which provides written materials, organizing assistance, and documentation of human rights violations for immigrant, ethnic and religious minority communities since September 11th.
Decision: Full ____ Partial ____ No ____ Undecided ____
Comments:

7. Students Active for Ending Rape
28 E 35th Street, New York, NY, 10016 Ashley Burczak 212/725-3710 www.safercampus.org
Funding for the Campus Organizing Project which assists campus organizers working to reform campus sexual assault policies through activist trainings and materials.
Decision: Full ____ Partial ____ No ____ Undecided ____
Comments: Send them a list of other appropriate funders.
Economic Justice

8. Bankbusters $0
34 Phillips Street, Watertown, MA, 02472 Shauna Harrington 617/926-3830 shreg@aol.com
Funding to subsidize costs to transport low-income people to travel to DC to protest the World Bank/IMF annual meetings and for one year’s cost of web hosting.

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

9. Speak United $0
P.O. Box 1061, Manhattan, KS 66505 Mary Murphy 785/587-8477 spunited@flinthills.com
Funding to hire staff to organize working class communities to improve city infrastructure, address housing issues, and decrease crime.

Decision: Full ___ Partial ___ No X Undecided ___
Comments: The board needs to think about how it is evaluating community organizing projects that are not as radical, but may be doing better organizing especially in low-income communities of color than issue campaigns.

10. Texas Globalization Education Fund $1,500
2302 Westworth Circle, Austin, TX 78704 Jere Locke 512/402-0860 jere@att.net
Funding to implement an outreach and education campaign on the basics of economic globalization, international trade, and global debt for community groups around Texas.

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

Environmental

11. Environmental Justice Action Group $3,000
P.O. Box 11635, Portland, OR, 97211 Jeri Sundvall 503/ 283-6397 ejag@teleport.com
Funding for general support for organization which seeks to address environmental and public health hazards faced by low income residents of Portland’s multi-racial North/Northeast community.

Decision: Full X Partial ___ No ___ Undecided ___
Comments:
Gay/Lesbian/Bisexual/Transgender

12. Dyke March Orange County
12832 Garden Grove Blvd, #A, Garden Grove, CA, 92843  Lori Hutson  714/534-0862 x105
www.dykemarch.org
Funding for general support for the first Dyke March in Orange County as a way of increasing the collaboration among women's groups and the visibility of lesbians in a conservative region.

Decision:  Full   Partial   No  X   Undecided
Comments:

13. Lambda Community Center
149 West Oak Street, #8, Fort Collins, CO, 80524  Drew Cory  970/221-3247  www.lambdacenter.org
Funding for general support for organization which works to educate and empower lesbian, gay, bisexual and transgendered communities in northern Colorado and southern Wyoming.

Decision:  Full   Partial   No  X   Undecided
Comments:  Would like a letter detailing their specific workplan for diversification.

14. Washtenaw Rainbow Action Project
P.O. Box 7951, 325 Braun Court, Ann Arbor, MI, 48107  Jarrod W. Van Kirk  734/995-9867
www.wrap-up.org
Funding for an educational campaign against a ballot initiative which would repeal a local non-discrimination ordinance.

Decision:  Full   Partial   No  X   Undecided
Comments:  Send letter discussing the ways in which reproductive rights are also a concern for LGBT communities.

Health/AIDS/Disability

15. Coalition for Positive Sexuality
P. O. Box 77212, Washington, DC 20013  Jeanette May  773/604-1654  cps@positive.org
Funding to support Just Say Yes/Di Que Si, a sexuality education booklet, for organization whose projects serve a direct action and public education purpose around issues of teenage sexuality.

Decision:  Full   Partial   No  X   Undecided
Comments:
Labor

16. Food AND Medicine
20 Ayer Street, Brewer, ME, 04412 Jack McKay 207/989-4141 jmckay8@cs.com
Funding for general support for new organization focused on giving a voice to workers displaced by corporate driven globalization in the Greater Bangor area.

Decision: Full X Partial No Undecided
Comments:

17. Rhode Island Jobs with Justice
270 Westminster Street, Providence, RI, 02903 Matthew Jerzyk 401/454-4766 www.rejwj.org
Funding for general support for workers rights organization that connects its struggles to those of local community and neighborhood groups.

Decision: Full X Partial No Undecided
Comments:

Media/Culture

18. Between the Lines
60 Old Farm Road, Weston, CT, 06883 Scott Harris 203/544-9863 www.btlines.org
Funding to expand of syndication of weekly radio news magazine program dedicated to providing a media platform for progressive organizations.

Decision: Full Partial X No Undecided
Comments:
Concern about ability of national broadcasts to connect individuals to local actions and organizations.

19. Media Tank
P.O. Box 42864, Philadelphia, PA 19101 Inja Coates 215/563-1100 www.mediatank.org
Funding for general support for an organization focused on empowering communities through media literacy and public policy education.

Decision: Full Partial X No Undecided
Comments:
Middle East

20. Brit Tzedek v'Shalom: Jewish Alliance for Justice and Peace $2,000
21 Amory Street, Cambridge, MA 02139 Donna Spiegelman 617/432-0205 www.brittzedek.org
Funding for general operating costs for a new organization of American Jewish activists working for peace and justice in Israel and Palestine.

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

21. Direct Action for a Free Palestine $3,000
Funding for general support for an organization working in support of human rights in Palestine through speaking tours and public education.

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

22. Jews Against the Occupation $2,380
Prince Street Station, P.O. Box 494, New York, NY, 10012 Lila Braine 212/539-6683 www.jewsagainsttheoccupation.org
Funding for general support for group protesting the Israeli occupation of Palestinian territories and the military response to the current Intifada.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
Concerns about programmatic strategy of not building the movement beyond the left.

Peace/Anti-Militarism

23. April 20th Mobilization Defer
1328 Florida Ave, NW 2nd Floor, Washington, DC 20009 Kevin Heffel 202/265-3980 kheffel@afsc.org
Funding for on-going organizing activities arising from the April 20th March on Washington to protest US foreign and domestic policy implemented since September 11th.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
Defer until Resist receives requested materials.
Questions about whether an ANSWER organized coalition.
24. Syracuse Peace Council

924 Burnet Avenue, Syracuse, NY, 13203

Andy Mager 315/ 472-5478 www.peacecouncil.net

Funding to expand the donor base for peace and justice organization currently revitalizing its anti-militarism agenda.

Decision: Full ___ Partial ___ No ___ Undecided ____

Comments:

Prisoners

25. Comite Exijimos Justicia

P.O. Box 7787, Chicago, IL, 60680-7787

Caryl Sortwell 773/772-9117 CEJchicago@worldnet.att.net

Funding for general support for organization opposing police misconduct and brutality in Chicago.

Decision: Full ___ Partial ___ No ___ Undecided ____

Comments:

26. Epimethian Press and Distribution

P.O. Box 2143, Colorado Springs, CO, 80901

Stephen Raher 719/475-8059 www.epimethian.org

Funding for improved telephone system to better facilitate the Criminal Justice Reform Coalition which advocates for an end to prison expansion and greater prison reform.

Decision: Full ___ Partial ___ No ___ Undecided ____

Comments:
Pulled application.

27. Friends and Family Who Care

14 Preston Terrace, Apartment 4, Waterbury, CT 06705

Judith Walters 203/759-7120

Funding for general support for group which seeks to protest the transfer of local inmates out of state and the use of supermax prisons.

Decision: Full ___ Partial ___ No X Undecided ____

Comments:
Do not seem to have a political analysis. Good work on issue, but single focus.
Women

28. Sistas on the Rise $3,000
1384 Stratford Avenue, Bronx, NY, 10472  Yomara Velez  718/328-5622 tainadelmar@aol.com
Funding for general support for organization working to empower low-income young mothers of color to organize around social justice issues impacting their lives.

Decision: Full X Partial No Undecided
Comments:

Youth

29. Action for Social Change and Youth Empowerment (ASHAYE) $3,000
8965 Dicks Street, West Hollywood, CA 90069  Mia Johnson  323/259-1455 ashaye@oxy.edu
Funding for general support of young activists of color network in Los Angeles building a political voice for youth by working to incorporate youth into the decision-making processes of social change organizations and facilitating an inter-generational model.

Decision: Full X Partial No Undecided
Comments:

30. Asians and Pacific Islanders for Community Empowerment (API-FORCE) $3,000
522 Valencia Street, San Francisco, CA 94110  Betty Song  415/704-3476 www.apiforce.org
Funding for the "EmPower," a Vietnamese Girls Leadership Program which trains young Asian women to combat institutionalized racism and sexism.

Decision: Full X Partial No Undecided
Comments:

31. Coalition for Asian Pacific American Youth $1,500
100 Morrissey Boulevard, Boston, MA 02125  Sophia Kim  617/287-5658 http://fly.to/CAPAY
Funding for "Empowering Us," a political education program for APA youth that raises awareness of social justice issues, including an analysis of systems of oppression manifested through globalization and the prison industrial complex.

Decision: Full Partial X No Undecided
Comments: Seem to be mostly focused on leadership development rather than linking youth with organizing projects.
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NOT ON AGENDA

1. Alliance of African American Artists & Art forms (a5)
   220 Carlton Avenue, Brooklyn, NY 11205  Asantewaa Gail Harris 917/434-2874 umi1@aol.com
   Emergency funding to present the Health Education & Lifestyle Promotion (HELP) project at the
   Department of Health and Services/Office of Minority Health’s National Leadership summit on the
   Elimination of Racial and Ethnic Disparities in Health in DC.
   Reason: Not an emergency.

2. Agency for Women and Children Development
   352 Seventh Avenue, Suite 434, New York, NY, 10001  Cynthia Stalin 212/379-8348
   Funding for the Campaign against Immigrant Bias which strives to address tensions within New York
   communities against Asian Indian Immigrant communities.
   Reason: All project is planned for the future, no existing base. No specifics about demographics or
   coalitions. Do not mention groups already working on this issue. Not clear if organization is in AZ or
   NYC.

3. Cambridge Documentary Films, Inc.
   35 Cedar Road, Belmont, MA, 02478  Margaret Lazarus 617/484-3993
   Funding for the distribution costs of "Rape is..." a documentary that looks at rape from a historical and
   global perspective.

4. Catholic Human Development Outreach
   650 Burton Street SE, Grand Rapids, MI, 49507  Deb Kalinka 616/248-3030 x127
   Funding for a third case manager for the Immigration Advocacy and Assistance program, which provides
   information and assistance to immigrant communities.
   Reason: Social service, not grassroots organizing. Projected budget is $5,000,000.

5. Center for Peace and Human Security
   Columbia U. Station, P.O. Box 250308, New York, NY 10025  Erin Hale DeOrnellas 646/342-0099
   Funding to support special sessions of the Center’s Peace and Human Security Media Festival that are
   devoted to media resources for social change activism and organizing.
   Reason: Similar groups exist. No connections to them identified.

6. The City School
   614 Columbia Road, Dorchester, MA 02125  Lisa Owens 617/822-3075 www.thecityschoo.org
   Emergency funding for a Youth Speak Out to build relationships between youth and youth organizations
   to respond to the recent violence in their communities.
   Reason: Budget over $500,000. Not an emergency.

7. Comité de Immigrantes en Acción (Committee of Immigrants in Action)
   c/o Saint Teresa of Avila Church, 275 Manton Ave., Providence, RI 02909  Jessica Fisher
   401/419-1050  Jessica_Fisher@brown.edu
   Emergency funding for a series of events to launch the Rhode Island Legalization Campaign which is
   building a movement for immigrant rights.
   Reason: Not an emergency.
8. Dismass House of Central Massachusetts
PO Box 30125, Worcester, MA 01603  Dave McMahon  508/799-9389
Funding for the Ex-Prisoner Organizing Initiative which seeks to involve former prisoners in community organizing.
Reason: Most of the work is social service. Don't seem connected to other social justice organizations. Mostly a halfway-house.

9. East Side Ministerial Alliance
PO Box 1491, Waterloo, IA, 50704  Ted Keys  319/233-8228
Funding for an Executive Director for a community outreach center which will centralize assistance programs for a primarily African-American community.
Reason: Service oriented. Budget is over $163,000.

10. East Bay Sanctuary Covenant
2362 Bancroft Way, Berkeley, CA, 94794  Kathryn Fischer  510/540-5296
Funding to cover the keynote speaker expenses for a conference that will address responses to the current "anti-terror" agenda and its impact on immigrant communities.
Reason: Budget is over $148,000

11. Eating Disorders Information Network
2964 Peachtree Road, NW, Suite 324, Atlanta, GA, 30305  Dina Zeckhausen  404/815-EDIN
Funding for the Teen Advisory Board, a media literacy and eating disorders prevention/ awareness project for local high schools.
Reason: Budget is over $141,000. Not a Resist priority.

12. Empty the Shelters
1014 S. 47th Street, Philadelphia, PA, 19143  Laura Viegas  215/724-1908
Funding for the Third Annual Student Organizing Conference in which students learn about poverty organizing by working with the Kensington Welfare Rights Union.
Reason: No on-going steps after initial student exposures to poverty issues. Keep applying for same/similar work.

13. Exhale
484 Lake Park Avenue #63, Oakland, CA, 94605  Aspen Baker  215/446-7900
Funding for the facilitation costs of a training for after-abortion peer counselors for an organization designed to meet the emotion needs of women after abortions.
Reason: Social service.

14. Free Software Foundation
59 Temple Place, Suite 330, Boston, MA 02111  Bradley M. Kuhn  617/542-5942
Funding for general support to develop an outreach campaign for an organization working against the Consumer Broadband and Digital TV Promotion Act.
Reason: Budget is over $243,000.

15. Greater Cincinnati Coalition for the Homeless
1506 Elm Street, Cincinnati, OH, 45210  Meghan Clark  513/421-7803
Funding for educational materials for a county-wide campaign empowering low-income communities to advocate for a Housing Trust Fund which will improve access to affordable housing.
Reason: Limited focus. Not clear they are working with other local housing organizations.
16. **New Words Live**
186 Hampshire Street, Cambridge, MA, 02139  
Gilda Bruckman 617/876-5310
Funding for the Fall Reading Series which seeks to inform and strengthen community activism through exposure to the voices of feminist activists.
**Reason:** Not organizing, presenting information.

17. **NYC AIDS Housing Network**
80A Fourth Avenue, Brooklyn, NY, 11217  
Jennifer Flynn 718/802-9540  
www.nycahn.org
Emergency funding for the Parolee Human Rights Project is working to improve healthcare in NY State prisons through public education during the Governor's re-election campaign.
**Reason:** Not an emergency.

18. **Newsvan Project**
874 Alvarado, San Francisco, CA, 94114  
Joel Frangquist 415/648-4026
Funding for a project to provide a traveling source of non-mainstream media to communities throughout the US.

19. **Rhode Island Peace Mission**
c/o RI Conference UCC, 56 Walcott Street, Pawtucket, RI 02860  
Carol Bragg 401/456-4032
General support for a group working in coalition to engage the Rhode Island congressional delegation on issues of foreign policy and anti-militarism.
**Reason:** Not a particularly good analysis. Mostly electoral work without organizing. No position on reproductive rights or lgbt rights.

20. **Seacoast Living Wage Campaign**
P.O. Box 4744, Portsmouth, NH 03802-4744  
Penny Reynolds 603/430-1233
Funding to publish a quarterly newsletter which will focus on local wage issues as a way of raising awareness about the need for a living wage.
**Reason:** Not doing any current community organizing. Not a politically sophisticated analysis. Not diverse, not part of the community which they are trying to organize around. Will not take a position on reproductive rights.

21. **South Carolina Prisoners Advocacy Network**
1100 Skyland Drive, Apartment P-2, Columbia, SC 29210-8161  
Eunice McAllister 803/254-9869
Funding for general support for an organization working on prison reform by mobilizing prisoners to organize for themselves.
**Reason:** Problems with comments in newsletter and answers to Question #10.

22. **Spiral Q Puppet Theater**
3114 Spring Garden Street, Second Floor, Philadelphia, PA  
Matthew Hart 215/222-6979
Funding to support the Justice Works program which uses street theater and puppets to bring together social justice artists and activists.
**Reason:** Budget is $220,000.

23. **United Citizens and Neighbors**
411 West park Street, Urbana, IL, 61801  
Nancy Greenwalt 217/355-5169
Funding for general support for a community organization focused on improving local school facilities, opening a community center, and improving access to public transportation.
**Reason:** Mainstream in funding and focus. No position on reproductive or lgbt rights as neighborhood issues. Electoral work.
24. Universal African Peoples Organization
PO Box 9226, St. Louis, MO, 63117  Zaki Baruti  314/454-9005
Funding for the publication and distribution costs of two Issues of The African Newsworld which focuses on local, national and international issues around race and racism
Reason: No information about coalition work. Mostly electoral on behalf of contact person.

25. Whispered Media
PO Box 40130, San Francisco, CA 94140  A. Mark Liiv  415/789-8484
Funding to distribute the documentary "Boom-The Sound of Eviction" which focuses on organizing around gentrification and the housing crisis in San Francisco during the dot com boom and bust.
Reason: Screenings without organizing. Want to take the documentary around the country but cannot demonstrate relationship with other housing groups.

26. Worlds Apart Television
c/o YWCA of York, 320 East Market Street, York, PA 17403  Bryan Wade  717/502-8003
Funding to cover the production and distribution costs for a weekly TV program that focuses on expanding the dialogue on race and racism.
Reason: Budget is $147,000. Very single-issue in answers, don't seem connected to any broader organizing campaign. Not working with any other groups.
RESIST

Resist Community Survey
2002

Preliminary results of the Long Range Planning Survey
### Who responded to this survey?

**Donors:**
- Average number of years as a donor: 9 years
- Median number of years as a donor: 8 years
- Length of time as a donor ranged from 1-35 years

**Grantees:**
- Average number of years as a grantee: 4 years
- Median number of years as a grantee: 2 years
- Length of time as a grantee ranged from 1-16 years*

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(11% return rate)
Grantees evaluate Resist:

**Application process:**
- Very not helpful: 1%
- Not Helpful: 3%
- Neutral: 6%
- Good: 40%
- Excellent: 49%

**Staff Helpfulness:**
- Very not helpful: 0%
- Not Helpful: 2%
- Neutral: 4%
- Good: 31%
- Excellent: 62%

-90% of respondents rated Resist's application process, Staff helpfulness and grant frequency as either "Good" or "Excellent"

**Frequency of Grant Cycle**
- Very not helpful: 1%
- Not Helpful: 1%
- Neutral: 4%
- Good: 29%
- Excellent: 64%

**Award Amount:**
- Very not helpful: 1%
- Not Helpful: 10%
- Neutral: 27%
- Good: 27%
- Excellent: 34%

-There is a relatively smooth distribution for Award Amount between a neutral and positive rating
Why Donors give to Resist:

"I agree with Resist's politics":
- Very much disagree: <1%
- Disagree: <1%
- Neutral: 4%
- Agree: 18%
- Very much agree: 78%

"I want to receive the Newsletter":
- Very much disagree: <1%
- Disagree: 13%
- Neutral: 22%
- Agree: 16%
- Very much agree: 40%

"I want to fund small groups":
- Very much disagree: <1%
- Disagree: <1%
- Neutral: 9%
- Agree: 20%
- Very much agree: 70%

"I trust your judgment on who to fund":
- Very much disagree: <1%
- Disagree: 1%
- Neutral: 6%
- Agree: 26%
- Very much agree: 66%

-About 90% of people give to Resist because they believe in Resist’s political vision and/or Resist’s funding mission for small grassroots organizations.

-Donors trust the organization’s judgment in finding worthy grassroots organizations for funding.
-While a majority of donors give to Resist so that they receive the Newsletter, it would seem not to the same degree as the political or grant-making aspect.
Views on the *Newsletter*

"It should come out less often":
- Very much disagree: 25%
- Disagree: 14%
- Neutral: 24%
- Agree: 19%
- Very much agree: 18%

"I read it for its political analysis":
- Very much disagree: 4%
- Disagree: 9%
- Neutral: 20%
- Agree: 32%
- Very much agree: 35%

"I read it to learn about grantees":
- Very much disagree: 7%
- Disagree: 17%
- Neutral: 27%
- Agree: 32%
- Very much agree: 16%

"The quality of articles is excellent":
- Very much disagree: 1%
- Disagree: 2%
- Neutral: 19%
- Agree: 42%
- Very much agree: 36%
Views on the Newsletter (Continued)

"I find the information useful in my political work":
  Very much disagree: 8%
  Disagree: 15%
  Neutral: 27%
  Agree: 28%
  Very much agree: 22%

"The length is just right":
  Much shorter: 2%
  Shorter: 8%
  Remain the same: 60%
  Longer: 19%
  Much longer: 11%

-Donors are pretty much spread across the spectrum in regards to timing of the Newsletter.
-Donors read the Newsletter for many reasons- more for the political analysis than for the grantees
-Donors find the quality of the articles on the good end of the spectrum
-Donors feel for the most part that the length should remain the same

"The Newsletter encourages me to give to Resist":
  Very much disagree: 6%
  Disagree: 8%
  Neutral: 18%
  Agree: 36%
  Very much agree: 31%
Use of the Website

571 of those responding have never seen our website (or 85% of the respondents)

Of those 100 who have looked at it, 62 are grantees (62%)

"It provides useful grant information":
Very much disagree: 3%
Disagree: 2%
Neutral: 6%
Agree: 28%
Very much agree: 51%

"It provides useful political information":
Very much disagree: 10%
Disagree: 10%
Neutral: 31%
Agree: 27%
Very much agree: 22%

"I refer people to the website":
Very much disagree: 29%
Disagree: 10%
Neutral: 22%
Agree: 21%
Very much agree: 17%

"I would like to see more about other funding sources":
Very much disagree: 7%
Disagree: 8%
Neutral: 27%
Agree: 24%
Very much agree: 34%

"I would like to see more political analysis":
Very much disagree: 8%
Disagree: 15%
Neutral: 27%
Agree: 28%
Very much agree: 22%
Resist Responds.....

To current political events:
  Very poorly: <1%
  Poorly: 3%
  Fine: 16%
  Well: 40%
  Very well: 40%

The needs and interests of contributors
  Very poorly: 0%
  Poorly: 1%
  Fine: 26%
  Well: 39%
  Very well: 34%

The needs of grassroots organizations
  Very poorly: 0%
  Poorly: 1%
  Fine: 6%
  Well: 38%
  Very well: 54%

Long-term social change:
  Very poorly: <1%
  Poorly: 2%
  Fine: 13%
  Well: 41%
  Very well: 43%
New directions.....

Organizing conferences
  Very much disagree: 19%
  Disagree: 17%
  Neutral: 28%
  Agree: 18%
  Very much agree: 17%

Advocating within the progressive philanthropic community
  Very much disagree: 3%
  Disagree: 4%
  Neutral: 18%
  Agree: 32%
  Very much agree: 43%

Assisting grantees with organizational development
  Very much disagree: 3%
  Disagree: 4%
  Neutral: 19%
  Agree: 35%
  Very much agree: 40%

Initiate progressive political discourse, endorse positions
  Very much disagree: 10%
  Disagree: 11%
  Neutral: 19%
  Agree: 26%
  Very much agree: 34%
RESIST

Resist Community Survey
2002

Preliminary results of the Long Range Planning Survey
Who responded to this survey?

• N= 665 (return rate of 11%)
  512 donors
  66 grantees
  37 donor/ grantees
  22 organizations
  5 Other
  3 foundations

• Donors:
  9 average number of years ( 8 Median years)
  Ranging from 1-35 years

• Grantees:
  4 average number of years (ranging from 1-16 years)*
  *caveat- we did not ask the specific years in which they were grantees
Grantees evaluate Resist:

Application process:
1% (1); 3% (2); 5% (3); 41% (4); 50% (5)

Staff Helpfulness:
0% (1); 2% (2); 4% (3); 31% (4); 62% (5)

Frequency of Grant Cycle
1% (1); 1% (2); 5% (3); 30% (4); 64% (5)

Award Amount:
1% (1); 10% (2); 27% (3); 27% (4); 34% (5)

-90% of respondents rated Resist’s application process, Staff helpfulness and grant frequency as either “Good” or “Excellent”
-There is a relatively smooth distribution for Award Amount between a neutral and positive rating
Why Donors give to Resist:

• "I agree with Resist’s politics":
  <1% (1); <1% (2); 4% (3); 18% (4); 78% (5)

• "I want to fund small groups":
  <1% (1); <1% (2); 9% (3); 20% (4); 71% (5)

• "I want to receive the Newsletter":
  9% (1); 13% (2); 22% (3); 16% (4); 40% (5)

• "I trust your judgment on who to fund":
  <1% (1); 1% (2); 6% (3); 26% (4); 66% (5)
Views on the Newsletter

- "It should come out less often":
  25% (1); 14% (2); 23% (3); 19% (4); 18% (5)*

- "I read it for its political analysis":
  4% (1); 9% (2); 20% (3); 32% (4); 35% (5)

- "I read it to learn about grantees":
  7% (1); 17% (2); 27% (3); 32% (4); 17% (5)

- "The quality of articles is excellent":
  1% (1); 2% (2); 18% (3); 42% (4); 36% (5)

* ("1"=disagree; "5"=agree)
Views on the Newsletter (Continued)

- "I find the information useful in my political work":
  8% (1); 15% (2); 27% (3); 28% (4); 23% (5)

- "The Newsletter encourages me to give to Resist":
  6% (1); 8% (2); 18% (3); 36% (4); 32% (5)

- "The length is just right":
  2% (1); 7% (2); 60% (3); 19% (4); 12% (5)

*("1"=disagree; "5"=agree)
Use of the Website

- 565 of those responding have never seen our website (or 85% of the respondents)
- Of those 100 who have looked at it, 62 are grantees.
Resist Responds.....

• To current political events:
  >1% (1); 3% (2); 17% (3); 40% (4); 40% (5)

• The needs of grassroots organizations
  0% (1); 1% (2); 6% (3); 38% (4); 54% (5)

• The needs and interests of contributors
  0% (1); 1% (2); 26% (3); 39% (4); 34% (5)

• Long-term social change:
  >1% (1); 2% (2); 14% (3); 41% (4); 43% (5)
New directions.....

• Organizing conferences
  19% (1); 17% (2); 28% (3); 18% (4); 17% (5)

• Advocating within the progressive philanthropic community
  3% (1); 5% (2); 18% (3); 32% (4); 43% (5)

• Assisting grantees with organizational development
  3% (1); 4% (2); 18% (3); 35% (4); 39% (5)

• Initiate progressive political discourse, endorse positions
  10% (1); 11% (2); 19% (3); 26% (4); 34% (5)
Board of Directors
Eileen Bolinsky
Robin Carton
Pam Chamberlain
Ty dePass
Becca Howes-Mischel
Kay Mathew
Marc S. Miller
Jorge Rogachovsky
Henry Rosemont, Jr.
Carol Schachet
Abby Scher
Nancy Wechsler

Board of Advisors
Frank Brodhead
Bell Chevigny
Noam Chomsky*
Kate Cloud
S. 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’Neal*
Carlos Otero
Grace Paley
Roxanna Pastor
Merble Reagan
Cheryl Smith
Amy Sweidlow
George Vickers
Fran White

* founding members

Board Meeting - August 9, 2002 - 10:45 a.m.
Place: Resist Office
259 Elm Street, #201
Somerville, MA 02144
617/623-5110

Agenda

Pam will be timekeeper for the whole meeting
Minute takers to be selected

Committee Reports

Chair: Nancy Wechsler
All reports will be available in written format.

Communications Committee Report
Board Development Committee Report
Finance Report
Executive Committee Report
Personnel Committee Report

LRPC and PC discussion

Chair: Hank Rosemont
The Board will discuss the three concerns the Long Range Planning Committee has identified, in part by using specific sections of the newly revised Personnel Policy that focus on those concerns.

- Hierarchy (both between the Board and Staff and within the Staff.) What range do people want Resist to fit into between a Collective and a more traditionally hierarchical organization?

- Supervision of the Staff by Board members

- Evaluation of Staff by Board members

This discussion is intended to provide a grounding for any substantive changes to the existing Personnel Policy. It is not expected that any major changes to the personnel structure would be voted on.

Lunch

1:15-1:45

Grants

Chair: Nancy Wechsler
1:45-4:30

Please note: An updated Board list is included in this packet.
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Hannah Betesh
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hbetesh@email.smith.edu
Web Site Resource Proposal  
July 31, 2002

The Communications Committee proposes that RESIST set up and maintain a password-protected site on the RESIST web page to provide relevant and timely information for Board members.

**Items to include on the password-protected site:**
* Minutes (Board and Committee)
* Board Decisions
* By-laws
* Personnel Policy
* Committee descriptions and member lists (NOTE: include hot links for members on the contact lists)
* Meeting protocol
* Grant evaluation tools
* Calendar of work. Put uncompleted things in red to highlight them.

**Start-Up/Set-Up**

The following are required to set up this site:
- Set up a password protected portion of the web page (estimated time: 1 hour)
- Establish a clear index/table of contents for materials; set up pages needed (estimated time: 2 weekends of Robert's volunteer time; 10 hours of consultant time @$50/hour=$500.)
- Upload materials. Begin with current year and work backwards. (Not certain of time—depends on the amount of material. If hiring an intern, estimate 30 hours @ $10/hour = $300.)

**Maintenance of Site**

Site would be maintained by someone in the office. Estimate that it should take no more than 2-3 hours per week to maintain the site. Items would be posted weekly, and any materials must be received at least two full days ahead of posting deadline. NOTE: if current staff takes on this responsibility, some time-approximate work would need to be lifted. Documents will be able to be posted using Word and FTP (file transfer protocol) software currently used in the office.

Board members will receive an e-mail when materials are uploaded.

**Timeline**

If the Board approves of this at the August meeting, the site should be running by the beginning of 2003.

NOTE: Please read Communications Committee minutes for discussions of confidentiality and passivity.
Board Committee Minutes
August 2002 Board Packet

Enclosed:

Communications Committee:  7/3102 Proposal
Executive Committee:  7/15/02; 7/29/02
Finance Committee:  7/18/02

Via E-Mail

Personnel Committee:  Personnel Policy (by Abby Scher)
6 month Narrative to accompany the Resist Balance Sheet and Board Report:

Big Picture:
(refer to Balance Sheet- A)

Assets:
Total assets are down about $50,000 resulting from stock prices falling (see page 3). In particular:

- *Domini Social Equity* is down about $52,000 (about 32%)
- *Citizen's Index, Women's Equity, and Calvert Balanced Fund* are each down about $1,000-$2,000 (about 20%, 5% and 10% respectively)

- While *Calvert Bond Fund* and *Schwab One* are each up about $2,000 (3% and 4% respectively)

-*Neuberger Berman* has remained essentially static

Resist's total liabilities were essentially static from FY 2001 to FY 2002 (see page 2).

6 Month Income and Expense levels
(FY 2001 compared to FY 2002- refer to Board Report- B):

Revenue:
Total Revenue 2002 Y-T-D is about $20,000 less than 2001 Y-T-D ($227,500 vs. $245,00) (see page one). This difference can be explained in part by the following factors:

- *Prospect mailing contributions* are down about $22,000 due to the fact that the Prospect went out in June rather than May (see page one). We should see a big spike in the July figures.

- *“Special Contributions”* are down about $18,000. This may be due to not having received an expected $5,000 contribution from George Salzman and the decreased value of stock gifts due to market drops (see page two).

- *Income from Investments* is down about $7,000 due to the falling stock market (see page one).

The above drops in income result in a $45,000 difference between FY2002 and FY2001. However, this is partially made up by the following areas which show an improvement over 2001:

- *Newsletter contributions* are up about $23,000 (see page two)

- *T shirt sales* are up about $2,000 since we printed in new colors (see page two).

The $25,000 increase from these two categories offset the $45,000 decrease, accounting for the $20,000 difference between 2002 Y-T-D and 2001 Y-T-D.
Expenses:

Total expenses 2002 Y-T-D are about $24,000 over 2001 Y-T-D. This difference is largely attributed to the fact that we have spent $20,000 more on *Grants* in 2002 Y-T-D than in 2001 Y-T-D* (see page one).

Costs are below 2001 Y-T-D in the following areas:

- **Prospect mailing costs** are down about $15,000 since the mailing went out later this year (see page one).

- **Personnel costs** are down $6,000 due to a smaller staff size (see page one).

Costs are above 2001 Y-T-D as expected in the following areas: **Pledge costs**, **ABC costs**, and **Newsletter costs** due to expected increases in printing and postage costs. (N.B. We will see a greater increase in postage costs beginning 7/1/02 with the postal increase) (see page three).

Increases in general and administrative costs (see page four):

- **Accounting fees** are up about $4,000 perhaps due in part to the fact that the audit was prepared and paid for earlier in the year in FY 2002.

- **Postage** (Office postage and Postage Due accounts) is up about $3,300

- **Rent** is up about $2,000 due to a renegotiated lease

- **Brochure costs** are up $1,750 due to the consulting costs for a new brochure.

- **Consultants costs** are up about $1,400 as we are currently paying two intern stipends.

- **Minor Office Equipment costs** are up $3,500 reflecting the costs of a new computer, DSL wiring and equipment, and new file cabinets.

Total increases for the above general and administrative costs = $15,950.

The remaining $3,000 difference in general and administrative costs between FY 2001 and FY 2002 is accounted for by relatively insignificant increases in a number of line items.

The combined $18,000 decrease in income and the $24,000 increase in expenses result in the $42,000 difference between FY 2001 and FY 2002.

*Given the current expenditure on grants, the Finance Committee recommends that Board Members consider the impact of grant giving on the budget while making award decisions.*
# RESIST, Inc.

## Balance Sheet

**As of June 30, 2002**

Printed On: August 1, 2002

## ASSETS

### THIS PERIOD

<table>
<thead>
<tr>
<th>ASSET DESCRIPTION</th>
<th>THIS PERIOD</th>
<th>THIS PERIOD LAST YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating Cash</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11035 GENERAL CASH-CAMB. TRUST</td>
<td>$19,045.11</td>
<td>57,919.99</td>
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<tr>
<td>11037 GENERAL CASH - WAINWRIGHT B</td>
<td>40,250.29</td>
<td>0.00</td>
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<tr>
<td>11050 PETTY CASH</td>
<td>50.00</td>
<td>50.00</td>
</tr>
<tr>
<td>OPERATING FUND-SCHWAB</td>
<td>32,847.10</td>
<td>29,189.70</td>
</tr>
<tr>
<td>Total Cash</td>
<td>92,192.50</td>
<td>87,159.69</td>
</tr>
<tr>
<td>Investments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11245 HOLMES MEMORIAL FUND</td>
<td>100.00</td>
<td>0.00</td>
</tr>
<tr>
<td>11400 CASH TRANSFER</td>
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<td>550.00</td>
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<td>14000 INVESTMENTS/STOCKS</td>
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<td>390.25</td>
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<tr>
<td>15000 STOCK VALUE GAIN/LOSS</td>
<td>&lt;136.81&gt;</td>
<td>&lt;170.17&gt;</td>
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<tr>
<td>11045 CALVERT INVESTMENT BOND FUND</td>
<td>4,543.54</td>
<td>4,817.53</td>
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<tr>
<td>11046 CALVERT INVESTMENT MGD GROWTH</td>
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<td>189,463.12</td>
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<tr>
<td>INVESTMENT FUND-SCHWAB</td>
<td>13,911.36</td>
<td>13,729.63</td>
</tr>
<tr>
<td>RESIST LOAN FUND-SCHWAB</td>
<td>72,202.09</td>
<td>68,656.25</td>
</tr>
<tr>
<td>COHEN MEM FUND-SCHWAB</td>
<td>9,699.36</td>
<td>9,152.47</td>
</tr>
<tr>
<td>HOLMES MEM FUND-SCHWAB</td>
<td>21,533.48</td>
<td>21,533.48</td>
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<tr>
<td>Total Investments</td>
<td>252,116.04</td>
<td>308,122.58</td>
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<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>344,308.54</td>
<td>395,282.27</td>
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<td><strong>OTHER ASSETS</strong></td>
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<tr>
<td>16220 PRE-PAID INSURANCE</td>
<td>263.37</td>
<td>170.84</td>
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<td>16225 PRE-PAID EXPENSES-OTHER</td>
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<td>16230 INVENTORY- T-SHIRTS</td>
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<td>16240 ACCOUNTS RECEIVABLE</td>
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<td>16250 DEPOSITS</td>
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<td><strong>TOTAL OTHER ASSETS</strong></td>
<td>4,179.28</td>
<td>3,772.75</td>
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<tr>
<td><strong>FIXED ASSETS</strong></td>
<td></td>
<td></td>
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<tr>
<td>18000 IMPROVEMENTS</td>
<td>15,064.68</td>
<td>15,064.68</td>
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<tr>
<td>18100 DEPRECIATION</td>
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<td>&lt;3,404.64&gt;</td>
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<td>19000 OFFICE FURN./EQUIPMENT</td>
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<td>19100 ACCUMULATED DEPRECIATION</td>
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<td>19,273.95</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$362,412.53</td>
<td>418,328.97</td>
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Unaudited
### LIABILITIES AND CAPITAL

#### CURRENT LIABILITIES

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>THIS PERIOD</th>
<th>THIS PERIOD LAST YEAR</th>
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<td>GRANTS PAYABLE</td>
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<td>ACCRUED VACATION</td>
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<td>29000</td>
<td>SECURITY DEPOSITS HELD</td>
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**TOTAL CURRENT LIABILITIES**

52,804.97

52,883.96

#### LONG-TERM LIABILITIES

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<th>Code</th>
<th>Description</th>
<th>THIS PERIOD</th>
<th>THIS PERIOD LAST YEAR</th>
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<tbody>
<tr>
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<td>TOTAL LONG-TERM LIABILITIES</td>
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**TOTAL LIABILITIES**

52,804.97

52,883.96

#### CAPITAL

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<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>THIS PERIOD</th>
<th>THIS PERIOD LAST YEAR</th>
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</thead>
<tbody>
<tr>
<td>29501</td>
<td>Fund Balance: Cohen Endmt</td>
<td>10,022.62</td>
<td>10,022.62</td>
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<tr>
<td>29502</td>
<td>Fund Balance: Resist Endm</td>
<td>50,754.03</td>
<td>50,754.03</td>
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<tr>
<td>29600</td>
<td>FUND BALANCE- GENERAL</td>
<td>358,113.43</td>
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<tr>
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<td>CURRENT EQUITY</td>
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**TOTAL CAPITAL**

309,869.39

365,445.01

**TOTAL LIABILITIES & CAPITAL**

$ 362,674.36

418,328.97

Unaudited
### RESIST, Inc.
#### Balance Sheet
As of June 30, 2002

**Subsidiary Ledger**

#### BREAKDOWN BY ACCOUNT

<table>
<thead>
<tr>
<th>Operating ACCT</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>10199 SCHWAB 1 - OPERATING</td>
<td>$ 32,847.10</td>
<td>$ 29,189.70</td>
</tr>
</tbody>
</table>

**TOTAL OPERATING-SCHWAB**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 32,847.10</td>
<td>$ 29,189.70</td>
</tr>
</tbody>
</table>

#### INVESTMENT ACCT

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>14000 INVESTMENTS/STOCKS</td>
<td>282.59</td>
</tr>
<tr>
<td>15000 STOCK VALUE GAIN/LOSS</td>
<td>&lt;136.81&gt;</td>
</tr>
<tr>
<td>10293 CITIZEN’S INDEX - INVESTMENT</td>
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<tr>
<td>10295 WOMEN’S EQUITY - INVESTMENT</td>
<td>28,655.24</td>
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<tr>
<td>10296 DOMINI SOC EQUITY - INVESTMENT</td>
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<tr>
<td>10297 CALVERT BALANCED FUND - INVS</td>
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<tr>
<td>10298 CALVERT BOND FND - INVESTMENT</td>
<td>9,233.20</td>
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<td>10299 SCHWAB 1 - INVESTMENT</td>
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<td>11045 CALVERT INVSTMNT BOND FND</td>
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<tr>
<td>11046 CALVERT INVSTMNT MGD GRTH</td>
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**TOTAL INVEST FND**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>$142,381.44</td>
<td>$194,500.75</td>
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</table>

#### RESIST LOAN FUND

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>10399 SCHWAB 1 - LOAN FUND</td>
<td>13,911.36</td>
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**TOTAL RESIST LOAN FND-SCHWAB**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>$13,911.36</td>
<td>$13,729.63</td>
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#### RESIST ENDOWMENT

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<table>
<thead>
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<tbody>
<tr>
<td>10494 N &amp; B - RESIST ENDWMT</td>
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<tr>
<td>10498 CALVERT BOND FND-ENDWMT</td>
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<td>10499 SCHWAB 1 - ENDOWMENT</td>
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**TOTAL RESIST ENDWMT-SCHWAB**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$72,202.09</td>
<td>$68,656.25</td>
</tr>
</tbody>
</table>

#### COHEN MEMORIAL FUND

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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<tbody>
<tr>
<td>10500 SCHWAB 1 - COHEN MEM FUND</td>
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<tr>
<td>10596 DOMINI-COHEN MEM FUND</td>
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</tr>
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</table>

**TOTAL COHEN MEM FND-SCHWAB**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$9,699.36</td>
<td>$9,152.47</td>
</tr>
</tbody>
</table>

#### HOLMES MEMORIAL FUND

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>10696 DOMINI SOC EQUITY - HOLMES</td>
<td>13,272.71</td>
</tr>
<tr>
<td>10699 SCHWAB 1 - HOLMES</td>
<td>54.90</td>
</tr>
</tbody>
</table>

**TOTAL HOLMES FUND-SCHWAB**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$13,327.61</td>
<td>$21,533.48</td>
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**TOTAL BY ACCOUNT**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$284,368.96</td>
<td>$336,762.28</td>
</tr>
</tbody>
</table>

#### BREAKDOWN BY INVESTMENT

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Citizen’s Index</td>
<td>4,625.79</td>
</tr>
<tr>
<td>Neuberger Berman</td>
<td>12,617.36</td>
</tr>
<tr>
<td>Women’s Equity</td>
<td>28,655.24</td>
</tr>
<tr>
<td>Domini Social Equity</td>
<td>108,599.59</td>
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<tr>
<td>Calvert Balanced Fund</td>
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<tr>
<td>Calvert Bond</td>
<td>66,772.32</td>
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<td>Schwab One</td>
<td>50,028.18</td>
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<tr>
<td>Stocks</td>
<td>145.78</td>
</tr>
<tr>
<td>Uninvested</td>
<td>7.03</td>
</tr>
</tbody>
</table>

**TOTAL BY INVESTMENT**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$284,368.96</td>
<td>$336,762.28</td>
</tr>
</tbody>
</table>

**Unaudited**
## RESIST, Inc.
### Board Report
For the Six Months Ending June 30, 2002

**Printed On: August 2, 2002**

### Income

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Internal Mailings</td>
<td>158,260.38</td>
<td>164,500.02</td>
<td>130,504.74</td>
</tr>
<tr>
<td>Prospect Mailings</td>
<td>12,838.00</td>
<td>22,500.00</td>
<td>34,417.45</td>
</tr>
<tr>
<td>Special Contributions</td>
<td>69,536.97</td>
<td>125,250.00</td>
<td>87,341.95</td>
</tr>
<tr>
<td>Investments</td>
<td>&lt;15,080.05 &gt;</td>
<td>8,000.04</td>
<td>&lt;7,635.48 &gt;</td>
</tr>
<tr>
<td>Other</td>
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<td>1,554.96</td>
<td>392.70</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>227,501.37</td>
<td>321,805.02</td>
<td>245,021.36</td>
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</table>

### Expenses

#### Fundraising

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Internal Mailing Costs</td>
<td>5,016.30</td>
<td>10,050.00</td>
<td>1,131.02</td>
</tr>
<tr>
<td>Prospect Mailing Costs</td>
<td>15,167.39</td>
<td>22,500.06</td>
<td>31,886.42</td>
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<tr>
<td>Other Fundraising Costs</td>
<td>371.08</td>
<td>2,569.98</td>
<td>567.31</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>20,554.77</td>
<td>35,120.04</td>
<td>33,584.75</td>
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#### Program

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<tr>
<th></th>
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<tbody>
<tr>
<td>Grants</td>
<td>174,400.00</td>
<td>149,500.02</td>
<td>153,200.00</td>
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<td>Grants Program</td>
<td>130.94</td>
<td>699.96</td>
<td>338.11</td>
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<td>Newsletter</td>
<td>23,218.15</td>
<td>21,199.98</td>
<td>18,341.39</td>
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<td>Website</td>
<td>247.07</td>
<td>499.98</td>
<td>297.96</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td>197,996.16</td>
<td>171,899.94</td>
<td>172,177.46</td>
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#### Other

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<thead>
<tr>
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<tbody>
<tr>
<td>Personnel</td>
<td>73,148.58</td>
<td>80,635.50</td>
<td>80,110.67</td>
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<tr>
<td>General and Administrative</td>
<td>41,521.05</td>
<td>45,862.44</td>
<td>23,364.12</td>
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<tr>
<td>Board Expenses</td>
<td>4,070.10</td>
<td>3,975.00</td>
<td>3,941.34</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td>118,739.73</td>
<td>130,472.94</td>
<td>107,416.13</td>
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</table>

### Total Expenses

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Expenses</strong></td>
<td>337,290.66</td>
<td>337,492.92</td>
<td>313,178.34</td>
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</table>

### Total Income (Loss)

<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>Total Income (Loss)</strong></td>
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<td>&lt;15,687.90&gt;</td>
<td>&lt;68,156.98&gt;</td>
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*Unaudited*
## RESIST, Inc.
### Board Report
For the Six Months Ending June 30, 2002

### SUBSIDIARY SCHEDULE

<table>
<thead>
<tr>
<th>Category</th>
<th>2002 Y-T-D</th>
<th>2002 Budget</th>
<th>2001 Y-T-D</th>
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<tbody>
<tr>
<td><strong>INTERNAL MAILINGS</strong></td>
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</tr>
<tr>
<td>30400 CONTRIBUTIONS- PLEDGES</td>
<td>60,005.00</td>
<td>70,000.02</td>
<td>58,579.00</td>
</tr>
<tr>
<td>30500 CONTRIBUTIONS- NEWSLETTER</td>
<td>48,883.60</td>
<td>31,999.98</td>
<td>25,557.74</td>
</tr>
<tr>
<td>30600 CONTRIBUTIONS-ABC MAILING</td>
<td>49,371.78</td>
<td>62,500.02</td>
<td>46,368.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>158,260.38</td>
<td>164,500.02</td>
<td>130,504.74</td>
</tr>
<tr>
<td><strong>PROSPECT MAILINGS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31400 CONTRIBUTIONS-PROSPECTING</td>
<td>12,838.00</td>
<td>22,500.00</td>
<td>34,417.45</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>12,838.00</td>
<td>22,500.00</td>
<td>34,417.45</td>
</tr>
<tr>
<td><strong>SPECIAL CONTRIBUTIONS</strong></td>
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<tr>
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Unaudited
RESIST, Inc.
Board Report
For the Six Months Ending June 30, 2002

SUBSIDIARY SCHEDULE

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Unaudited
# RESIST, Inc.
## Board Report
### For the Six Months Ending June 30, 2002

**SUBSIDIARY SCHEDULE**

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<td><strong>Revenue - Internal Mailings</strong></td>
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<td><strong>Other Revenue</strong></td>
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<td><strong>Internal Mailing Costs</strong></td>
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<tr>
<td>36001 T-SHIRT SALES</td>
<td>128.00</td>
<td>2,054.00</td>
<td>0.90</td>
<td>1,399.98</td>
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<td>170.00</td>
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<td>100.00</td>
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<td>245,021.36</td>
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<td><strong>Program, General &amp; Administrative Expenses</strong></td>
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<td>422.75</td>
<td>2,815.10</td>
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<td>18,341.39</td>
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<td>16,999.98</td>
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<td>15,846.25</td>
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<td>6,924.96</td>
<td>502.92</td>
<td>3,416.76</td>
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**Unaudited**
RESIST, Inc.
Income Statement
For the Six Months Ending June 30, 2002

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RENTAL INCOME</strong></td>
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<td>&lt;1.80&gt;</td>
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<td>&lt;900.00&gt;</td>
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<tr>
<td><strong>OCCUPANCY INCOME</strong></td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>&lt;60.19&gt;</td>
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<tr>
<td><strong>Total Other Income/Expense</strong></td>
<td>0.00</td>
<td>&lt;4,088.94&gt;</td>
<td>&lt;1.80&gt;</td>
<td>0.00</td>
<td>&lt;960.19&gt;</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>78,704.33</td>
<td>293,888.82</td>
<td>129.18</td>
<td>282,242.88</td>
<td>86,716.63</td>
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<td><strong>NET INCOME (LOSS)</strong></td>
<td>&lt;69,185.83&gt;</td>
<td>&lt;109,789.29&gt;</td>
<td>&lt;48.26&gt;</td>
<td>&lt;15,687.90&gt;</td>
<td>&lt;59,922.39&gt;</td>
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Unaudited
## Resist, Inc.

### Income Statement

For the Six Months Ending June 30, 2002

**Ratio:** Total Revenue

### SUBSIDIARY SCHEDULE

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
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#### OTHER CONTRIBUTIONS

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
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<tbody>
<tr>
<td>3210</td>
<td>CONTRIBUTIONS-RESTRICTED</td>
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**LIST SALES**

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<th>Code</th>
<th>Description</th>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
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<tbody>
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<td>LIST SALES NAMES IN NEWS</td>
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**SALES**

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<th>Code</th>
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<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
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</thead>
<tbody>
<tr>
<td>36001</td>
<td>T-SHIRT SALES</td>
<td>128.00</td>
<td>2,054.00</td>
<td>0.90</td>
<td>1,399.98</td>
<td>72.00</td>
<td>170.00</td>
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<td>T-SHIRT COSTS</td>
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<td>0.00</td>
<td>&lt;1,500.00&gt;</td>
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**INTEREST & DIVIDENDS**

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<th>Description</th>
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<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
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**UNREALIZED GAIN/LOSS**

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<th>Y-T-D</th>
<th>Ratio</th>
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<th>Current Month</th>
<th>Y-T-D</th>
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**PLEDGE COSTS**

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<tr>
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<th>Description</th>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
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**NEWSLETTER COSTS**

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<th>Y-T-D</th>
<th>Ratio</th>
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<th>Current Month</th>
<th>Y-T-D</th>
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**NATIONAL LIST COSTS**

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<tr>
<th>Code</th>
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<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
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<tbody>
<tr>
<td>5,793.37</td>
<td>NATIONAL LIST COSTS</td>
<td>23,218.15</td>
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<td>21,199.98</td>
<td>5,192.28</td>
<td>18,341.39</td>
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</tr>
</tbody>
</table>

Unaudited
### RESIST, Inc.

**Income Statement For the Six Months Ending June 30, 2002**

Printed On: August 1, 2002

**Ratio:** Total Revenue

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#### SUBSIDIARY SCHEDULE

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Unaudited
Income Statement
For the Six Months Ending June 30, 2002

Printed On: August 1, 2002
Ratio: Total Revenue

RESIST, Inc.

**BUDGET**

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Unaudited
Dear Board member:

For this meeting, we have 31 requests to consider which means we’ll have $68,200 for grants ($2,200 x ).

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

AGENDA

To Be Announced

EMERGENCY/REGULAR GRANTS

We gave one Emergency Grant out this cycle. We also received 22 additional requests which are not on the agenda.

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

PLEASE REMEMBER TO SEND IN YOUR PROXY IF YOU WILL NOT BE ABLE TO ATTEND THE MEETING!!!!
Emergency Grant

Campaign to Protect Chinatown
33 Harrison Avenue, 3rd Floor, Boston, MA, 02111   Sherry Hao   617/426-0643
www.protectchinatown.org
Emergency funding for a referendum that will give a voice to non-English speaking residents of Chinatown who have been excluded from the city planning process for development and land use projects in their community.

Multi Year Grants

Renewal

1. Association for Union Democracy - Women's Project
500 State Street, 2nd Floor, Brooklyn, NY 11217   Jane Latour   718/855-6650
www.uniondemocracy.org
Funding for year two of multi-year general support for organization raising public awareness and putting pressure on unions, contractors, and government agencies for the enforcement of equal access and opportunity for women in nontraditional blue collar skilled jobs.

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

2. Maine Rural Network
51 Shore Road, Standish, ME 04084   Naomi Falcone   207-642-2015
Funding for year three of multi-year general support for coalition building and community organizing for group working on social justice issues in rural Maine.

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

3. Project on Youth and Non-Military Opportunities (Project YANO)
P.O. Box 230157, Encinitas, CA 92023   Rick Jahnkow   760-634-3604
Funding for year three of multi-year general support for organization engaged in counter-recruitment campaigns highlighting non-military alternatives for job training, education and community service.

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

4. Campaign to End the Death Penalty
   P.O. Box 25730, Chicago, IL 60625  Alice Kim  773/955-4841  www.nodeathpenalty.org
   Funding for multi-year general support for organization working to build public awareness and opposition to the death penalty.
   Decision: Full  Partial  No  Undecided
   Comments:

Africa/Asia/International

5. PINTIG Cultural Group
   4750 North Sheridan Road, #481, Chicago, IL, 60640  Louie Pascasio  773/293-2787  www.pintig.org
   Funding for Dreamweavers, a play that depicts the economics of third world poverty as a way to stimulate discussions about immigration and its global impact on human lives.
   Decision: Full  Partial  No  Undecided
   Comments:

Community Organizing/Anti-Racism

   14 Beacon Street, #407, Boston, MA, 02108  Urszula Masny-Sokolowski  617/227-7335  www.nlgmass.org
   Funding for general support for the 9-11 Project which provides written materials, organizing assistance, and documentation of human rights violations for immigrant, ethnic and religious minority communities since September 11th.
   Decision: Full  Partial  No  Undecided
   Comments:

7. Students Active for Ending Rape
   28 E 35th Street, New York, NY, 10016  Ashley Burczak  212/725-3710  www.safercampus.org
   Funding for the Campus Organizing Project which assists campus organizers working to reform campus sexual assault policies through activist trainings and materials.
   Decision: Full  Partial  No  Undecided
   Comments:
**Economic Justice**

8. Bankbusters
34 Phillips Street, Watertown, MA, 02472
Shauna Harrington
617/926-3830
shreg@aol.com
Funding to subsidize costs to transport low-income people to travel to DC to protest the World Bank/IMF annual meetings and for one year's cost of web hosting.

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

9. Speak United
P.O. Box 1061, Manhattan, KS 66505
Mary Murphy
785/587-8477
spunited@flinthills.com
Funding to hire staff to organize working class communities to improve city infrastructure, address housing issues, and decrease crime.

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

10. Texas Globalization Education Fund
2302 Westworth Circle, Austin, TX 78704
Jere Locke
512/402-0860
jere@att.net
Funding to implement an outreach and education campaign on the basics of economic globalization, international trade, and global debt for community groups around Texas.

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

**Environmental**

11. Environmental Justice Action Group
P.O. Box 11635, Portland, OR, 97211
Jeri Sundvall
503/283-6397
ejag@teleport.com
Funding for general support for organization which seeks to address environmental and public health hazards faced by low income residents of Portland's multi-racial North/Northeast community.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
Gay/Lesbian/Bisexual/Transgender

12. Dyke March Orange County $3,000
12832 Garden Grove Blvd, #A, Garden Grove, CA, 92843 Lori Hutson 714/534-0862 x105 www.dykemarch.org
Funding for general support for the first Dyke March in Orange County as a way of increasing the collaboration among women's groups and the visibility of lesbians in a conservative region.

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

13. Lambda Community Center $2,000
149 West Oak Street, #8, Fort Collins, CO, 80524 Drew Cory 970/221-3247 www.lambdacenter.org
Funding for general support for organization which works to educate and empower lesbian, gay, bisexual and transgendered communities in northern Colorado and southern Wyoming.

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

14. Washtenaw Rainbow Action Project $2,000
P.O. Box 7951, 325 Braun Court, Ann Arbor, MI, 48107 Jarrod W. Van Kirk 734/995-9867 www.wrap-up.org
Funding for an educational campaign against a ballot initiative which would repeal a local non-discrimination ordinance.

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

Health/AIDS/Disability

15. Coalition for Positive Sexuality $3,000
P. O. Box 77212, Washington, DC 20013 Jeanette May 773/604-1654 cps@positive.org
Funding to support Just Say Yes/Di Que Si, a sexuality education booklet, for organization whose projects serve a direct action and public education purpose around issues of teenage sexuality.

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

16. Food AND Medicine $3,000
20 Ayer Street, Brewer, ME, 04412 Jack McKay 207/989-4141 jmckay8@cs.com
Funding for general support for new organization focused on giving a voice to workers displaced by corporate driven globalization in the Greater Bangor area.

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

17. Rhode Island Jobs with Justice $3,000
270 Westminster Street, Providence, RI, 02903 Matthew Jerzyk 401/454-4766 www.rejwj.org
Funding for general support for workers rights organization that connects its struggles to those of local community and neighborhood groups.

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

Media/Culture

18. Between the Lines $3,000
60 Old Farm Road, Weston, CT, 06883 Scott Harris 203/544-9863 www.btlines.org
Funding to expand of syndication of weekly radio news magazine program dedicated to providing a media platform for progressive organizations.

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

19. Media Tank $3,000
P.O. Box 42864, Philadelphia, PA 19101 Inja Coates 215/563-1100 www.mediatank.org
Funding for general support for an organization focused on empowering communities through media literacy and public policy education.

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

20. Brit Tzedek v'Shalom: Jewish Alliance for Justice and Peace $3,000
21 Amory Street, Cambridge, MA 02139  Donna Spiegelman  617/432-0205  www.brittzedek.org
Funding for general operating costs for a new organization of American Jewish activists working for peace and justice in Israel and Palestine.

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<thead>
<tr>
<th>Decision:</th>
<th>Full</th>
<th>Partial</th>
<th>No</th>
<th>Undecided</th>
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</table>

| Comments:       |

21. Direct Action for a Free Palestine $3,000
Funding for general support for an organization working in support of human rights in Palestine through speaking tours and public education.

<table>
<thead>
<tr>
<th>Decision:</th>
<th>Full</th>
<th>Partial</th>
<th>No</th>
<th>Undecided</th>
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</table>

| Comments:       |

22. Jews Against the Occupation $2,376
Prince Street Station, P.O. Box 494, New York, NY, 10012  Lila Braine  212/539-6683  www.jewsagainsttheoccupation.org
Funding for general support for group protesting the Israeli occupation of Palestinian territories and the military response to the current Intifada.

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<tr>
<th>Decision:</th>
<th>Full</th>
<th>Partial</th>
<th>No</th>
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</table>

| Comments:       |

Peace/Anti-Militarism

23. April 20th Mobilization $3,000
1328 Florida Ave, NW 2nd Floor, Washington, DC 20009  Kevin Heffel  202/265-3980  kheffel@afsc.org
Funding for on-going organizing activities arising from the April 20th March on Washington to protest US foreign and domestic policy implemented since September 11th.

<table>
<thead>
<tr>
<th>Decision:</th>
<th>Full</th>
<th>Partial</th>
<th>No</th>
<th>Undecided</th>
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</thead>
</table>

| Comments:       |
24. Syracuse Peace Council $3,000
924 Burnet Avenue, Syracuse, NY, 13203  Andy Mager  315/472-5478 www.peacecouncil.net
Funding to expand the donor base for peace and justice organization currently revitalizing its anti-militarism agenda.

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

Prisoners

25. Comite Exijimos Justicia $3,000
P.O. Box 7787, Chicago, IL, 60680-7787  Caryl Sortwell  773/772-9117 CEJchicago@worldnet.att.net
Funding for general support for organization opposing police misconduct and brutality in Chicago.

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

26. Epimethian Press and Distribution $1,300
P.O. Box 2143, Colorado Springs, CO, 80901  Stephen Raher  719/475-8059 www.epimethian.org
Funding for improved telephone system to better facilitate the Criminal Justice Reform Coalition which advocates for an end to prison expansion and greater prison reform.

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

27. Friends and Family Who Care $3,000
14 Preston Terrace, Apartment 4, Waterbury, CT 06705  Judith Walters  203/759-7120
Funding for general support for group which seeks to protest the transfer of local inmates out of state and the use of supermax prisons.

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

28. Sistas on the Rise $3,000
1384 Stratford Avenue, Bronx, NY, 10472 Yomara Velez 718/328-5622 tainadelmar@aol.com
Funding for general support for organization working to empower low-income young mothers of color to organize around social justice issues impacting their lives.

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

Youth

29. Action for Social Change and Youth Empowerment (ASHAYE) $3,000
8965 Dicks Street, West Hollywood, CA 90069 Mia Johnson 323/259-1455 ashaye@oxy.edu
Funding for general support of young activists of color network in Los Angeles building a political voice for youth by working to incorporate youth into the decision-making processes of social change organizations and facilitating an inter-generational model.

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

30. Asians and Pacific Islanders for Community Empowerment (API-FORCE) $3,000
522 Valencia Street, San Francisco, CA 94110 Betty Song 415/704-3476 www.apiforce.org
Funding for the "EmPower," a Vietnamese Girls Leadership Program which trains young Asian women to combat institutionalized racism and sexism.

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

31. Coalition for Asian Pacific American Youth $3,000
100 Morrissey Boulevard, Boston, MA 02125 Sophia Kim 617/287-5658 http://fly.to/CAPAY
Funding for "Empowering Us," a political education program for APA youth that raises awareness of social justice issues, including an analysis of systems of oppression manifested through globalization and the prison industrial complex.

Decision: Full ______ Partial ______ No ______ Undecided ______
Comments:
<table>
<thead>
<tr>
<th>Total Number of Requests</th>
<th>27 regular grants; 4 multi-year grants; 4 emergency grants; 0 loans; 22 not on agenda</th>
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<td>Total Allocation for Cycle:</td>
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<td>Total Grants:</td>
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<tr>
<td>Total Loans:</td>
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<td>Total Allocated:</td>
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<tr>
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<td>0</td>
</tr>
<tr>
<td>Total # of Grants and Loans:</td>
<td></td>
</tr>
</tbody>
</table>
NOT ON AGENDA

1. Alliance of African American Artists & Art forms(a5)
220 Carlton Avenue, Brooklyn, NY 11205  Asantewaa Gail Harris  917/434-2874  umi1@aol.com
Emergency funding to present the Health Education & Lifestyle Promotion (HELP) project at the
Department of Health and Services/ Office of Minority Health's National Leadership summit on the
Elimination of Racial and Ethnic Disparities in Health in DC.
Reason: Not an emergency.

2. Agency for Women and Children Development
352 Seventh Avenue, Suite 434, New York, NY, 10001  Cynthia Stalin  212/379-8348
Funding for the Campaign against Immigrant Bias which strives to address tensions within New York
communities against Asian Indian Immigrant communities.
Reason: All project is planned for the future, no existing base. No specifics about demographics or
coalitions. Do not mention groups already working on this issue. Not clear if organization is in AZ or
NYC.

3. Cambridge Documentary Films, Inc.
35 Cedar Road, Belmont, MA, 02478  Margaret Lazarus  617/484-3993
Funding for the distribution costs of "Rape is..." a documentary that looks at rape from a historical and
global perspective.

4. Catholic Human Development Outreach
650 Burton Street SE, Grand Rapids, MI, 49507  Deb Kalinka  616/248-3030 x127
Funding for a third case manager for the Immigration Advocacy and Assistance program, which provides
information and assistance to immigrant communities.
Reason: Social service, not grassroots organizing. Projected budget is $5,000,000.

5. Center for Peace and Human Security
Columbia U. Station, P.O. Box 250308, New York, NY 10025  Erin Hale DeOrnellas  646/342-0099
Funding to support special sessions of the Center's Peace and Human Security Media Festival that are
devoted to media resources for social change activism and organizing.
Reason: Similar groups exist. No connections to them identified.

6. Comité de Inmigrantes en Acción (Committee of Immigrants in Action)
c/o Saint Teresa of Avila Church, 275 Manton Ave., Providence, RI  02909  Jessica Fisher
401/419-1050  Jessica_Fisher@brown.edu
Emergency funding for a series of events to launch the Rhode Island Legalization Campaign which is
building a movement for immigrant rights.
Reason: Not an emergency.

7. Dismass House of Central Massachusetts
PO Box 30125, Worcester, MA 01603  Dave McMahon  508/799-9389
Funding for the Ex-Prisoner Organizing Initiative which seeks to involve former prisoners in community
organizing.
Reason: Most of the work is social service. Don't seem connected to other social justice organizations.
Mostly a halfway-house.
8. East Side Ministerial Alliance  
PO Box 1491, Waterloo, IA, 50704 Ted Keys 319/233-8228  
Funding for an Executive Director for a community outreach center which will centralize assistance programs for a primarily African-American community.  
Reason: Service oriented. Budget is over $163,000.

9. East Bay Sanctuary Covenant  
2362 Bancroft Way, Berkeley, CA, 94794 Kathryn Fischer 510/540-5296  
Funding to cover the keynote speaker expenses for a conference that will address responses to the current "anti-terror" agenda and its impact on immigrant communities.  
Reason: Budget is over $148,000

10. Eating Disorders Information Network  
2964 Peachtree Road, NW, Suite 324, Atlanta, GA, 30305 Dina Zeckhausen 404/815-EDIN  
Funding for the Teen Advisory Board, a media literacy and eating disorders prevention/awareness project for local high schools.  
Reason: Budget is over $141,000. Not a Resist priority.

11. Empty the Shelters  
1014 S. 47th Street, Philadelphia, PA, 19143 Laura Viegas 215/724-1908  
Funding for the Third Annual Student Organizing Conference in which students learn about poverty organizing by working with the Kensington Welfare Rights Union.  
Reason: No on-going steps after initial student exposures to poverty issues. Keep applying for same/similar work.

12. Exhale  
484 Lake Park Avenue #63, Oakland, CA, 94605 Aspen Baker 215/446-7900  
Funding for the facilitation costs of a training for after-abortion peer counselors for an organization designed to meet the emotion needs of women after abortions.  
Reason: Social service.

13. Free Software Foundation  
59 Temple Place, Suite 330, Boston, MA 02111 Bradley M. Kuhn 617/542-5942  
Funding for general support to develop an outreach campaign for an organization working against the Consumer Broadband and Digital TV Promotion Act.  
Reason: Budget is over $243,000.

14. Greater Cincinnati Coalition for the Homeless  
1506 Elm Street, Cincinnati, OH, 45210 Meghan Clark 513/421-7803  
Funding for educational materials for a county-wide campaign empowering low-income communities to advocate for a Housing Trust Fund which will improve access to affordable housing.  
Reason: Limited focus. Not clear they are working with other local housing organizations.

15. New Words Live  
186 Hampshire Street, Cambridge, MA, 02139 Gilda Bruckman 617/876-5310  
Funding for the Fall Reading Series which seeks to inform and strengthen community activism through exposure to the voices of feminist activists  
Reason: Not organizing, presenting information.

16. NYC AIDS Housing Network  
80A Fourth Avenue, Brooklyn, NY, 11217 Jennifer Flynn 718/802-9540 www.nycahn.org  
Emergency funding for the Parolee Human Rights Project is working to improve healthcare in NY State prisons through public education during the Governor's re-election campaign.  
Reason: Not an emergency.
17. Newsvan Project
874 Alvarado, San Francisco, CA, 94114  Joel Frangquist  415/648-4026
Funding for a project to provide a traveling source of non-mainstream media to communities throughout the US.

18. Rhode Island Peace Mission
c/o RI Conference UCC, 56 Walcott Street, Pawtucket, RI 02860  Carol Bragg  401/456-4032
General support for a group working in coalition to engage the Rhode Island congressional delegation on issues of foreign policy and anti-militarism.
Reason: Not a particularly good analysis. Mostly electoral work without organizing. No position on reproductive rights or lgbt rights.

19. Seacoast Living Wage Campaign
P.O. Box 4744, Portsmouth, NH 03802-4744  Penny Reynolds  603/430-1233
Funding to publish a quarterly newsletter which will focus on local wage issues as a way of raising awareness about the need for a living wage.
Reason: Not doing any current community organizing. Not a politically sophisticated analysis. Not diverse, not part of the community which they are trying to organize around. Will not take a position on reproductive rights.

20. South Carolina Prisoners Advocacy Network
1100 Skyland Drive, Apartment P-2, Columbia, SC 29210-8161  Eunice McAllister  803/254-9869
Funding for general support for an organization working on prison reform by mobilizing prisoners to organize for themselves.
Reason: Problems with comments in newsletter and answers to Question #10.

21. Spiral Q Puppet Theater
3114 Spring Garden Street, Second Floor, Philadelphia, PA  Matthew Hart  215/222-6979
Funding to support the Justice Works program which uses street theater and puppets to bring together social justice artists and activists.
Reason: Budget is $220,000.

22. United Citizens and Neighbors
411 West park Street, Urbana, IL, 61801  Nancy Greenwalt  217/355-5169
Funding for general support for a community organization focused on improving local school facilities, opening a community center, and improving access to public transportation.
Reason: Mainstream in funding and focus. No position on reproductive or lgbt rights as neighborhood issues. Electoral work.

23. Universal African Peoples Organization
PO Box 9226, St. Louis, MO, 63117  Zaki Baruti  314/454-9005
Funding for the publication and distribution costs of two Issues of The African Newsworld which focuses on local, national and international issues around race and racism
Reason: No information about coalition work. Mostly electoral on behalf of contact person.

24. Whispered Media
PO Box 40130, San Francisco, CA 94140  A. Mark Liiv  415/789-8484
Funding to distribute the documentary "Boom-The Sound of Eviction" which focuses on organizing around gentrification and the housing crisis in San Francisco during the dot com boom and bust.
Reason: Screenings without organizing. Want to take the documentary around the country but cannot demonstrate relationship with other housing groups.
25. Worlds Apart Television
c/o YWCA of York, 320 East Market Street, York, PA 17403  Bryan Wade  717/502-8003
Funding to cover the production and distribution costs for a weekly TV program that focuses on expanding the dialogue on race and racism.
**Reason:** Budget is $147,000. Very single-issue in answers, don't seem connected to any broader organizing campaign. Not working with any other groups.
Board Committee Minutes
August 2002 Board Packet

Enclosed:

Board Development Committee: 6/27/02; 7/11/02
Communications Committee: 6/27/02
Executive Committee: 6/24/02
Grant Committee: 7/2/02
Long Range Planning Committee: 7/10/02

Pending:

Executive Committee: 7/15/02
Finance Committee: 7/17/02

No Minutes Available

Personnel Committee
Board Development Meeting Minutes - Part 1
June 27, 2002

Attending: Carol, Ty, Eileen

1. Board Prospects Update -

- Ty and Wee will be meeting with Leila Farsahk on July 1st (note: just found out that this meeting is postponed).
- Carol will send packet to Chaumtoli Huq, Wheels of Justice – Supporting New York’s Taxi Drivers through Litigation and Policy Initiatives of New York. She’ll also follow up with Nikhel Aziz of PRA. He was sent a packet in April. Will also call Gina Wang and Catherine Joseph from Boston Women’s Fund.
- Ty will call Marie Kennedy from CPCS (re: referrals to current/former students), Madge Kho and Eva Boyce.

2. Committee News

- Carol spoke with Cynthia Barger. Cynthia was interested in joining the board but Carol explained to her about our 2/3 diversity policy. She’s considering joining the fundraising committee. Carol will call Gavriel Wolfe about being on a committee.

Ty agreed to chair Board Development

3. Orientation Packets

We looked to our minutes of 1/5/00 to update our outreach/mentoring packets.

- Outreach packets are sent to potential board prospects and will include the following:
  Grants issue of the newsletter
  Brochure
  Job description of board member
  meeting dates
  list of committees
  historic overview piece

- Orientation packet - for new board members list of committees, including description and members major board decisions minutes of retreats board bios funding guidelines and questions for evaluating grants meeting protocols/guidelines
- we should look at handbook that Abby used at A.J. Muste and Dollars and Sense

4. Board Mentors

- Job description of Mentor
  availability via phone & email
  be on Resist board (non-staff) for at least two years
have a familiarity with board decisions
compatability with mentee

- board development committee will ask for board volunteers to be mentors.
  " " will recommend match of mentor-mentee
chair of board dev. committee will check-in with mentor and mentee to see how things
are going.

5. Conduct at Meetings (we had questions of what the executive committee was asking us
to say about meeting conduct, but started with this. Carol will ask Robin about this)

Meeting adjourned to reconvene later.
Board Development Committee Meeting
7/11/02 (part 2 of 2)

Attendance: Ty DePass (chair), Eileen Bolinsky, Carol Schachet

NOTE: This is a follow-up meeting to the meeting of June 27, 2002.

Conduct at meetings:

5. Conduct at Meetings
The Executive Committee created a grid asking various committees to address organizational issues. Meeting protocol and decision-making were given to this committee. We discussed that it is the responsibility of everyone—not just the facilitator—to enforce meeting protocols. We should be able to self-impose these procedures.

Suggestions for Board meeting protocol:

- Members should be prepared to meet. That includes reading minutes of committees and other relevant information.
- Members should attend full meetings
- **PROPOSED CHANGE:** Approval of Board meeting minutes and amendments should happen at the beginning of Board meeting. Any additions/corrections to minutes should be made before meeting. Goal is to have minimal discussion.
- Executive committee will have already sent out agenda.
- Facilitator and place chosen at previous meeting.
- Report backs from committees should consist of answering questions about the minutes, and talking about proposals for action. An exception to this might be the finance committee.
- In discussions, people should try to be concise and attempt to build on previous comments. If disagree, be clear in disagreement.
- Facilitator calls on people to speak, and attempts to keep the discussion according to topic.
- People are asked to keep their comments brief and on topic, and to not interrupt others.

Grant Decision Voting:

- Generally, votes for grant-making follow the same outline as the worksheet (Full, Partial, None) after sufficient discussion has occurred.
- If a lot of discussion has not led to a leaning, then the facilitator may ask for a "straw vote" to help members reflect on the decision.
- When a vote is close (e.g. 4 full, 4 partial and 5 no), then may need more discussion and a differently phrased vote (e.g. any funding vs. no funding at all).
- Try to reach a consensus or a clear majority, but a simple majority is sufficient to make the decision.
- Members who cannot attend are asked to send in their “proxy” worksheet, which contributes toward discussion but does not count as a vote.
- If a Board member is affiliated with a group seeking funding, then he or she should recuse him or herself from the vote, but can speak during the discussion.

Board Decisions:

Note: The by-laws and other documents supercede any other suggestions or understandings written here or elsewhere.

- **PROPOSED CHANGE:** As a matter of procedure, meeting summations will include a review of agreements and decisions, as well as a critique of meeting process.
- The facilitator and location of the next Board meeting should be selected at the board meeting.
- Between meetings, staff should give priority to Board- or Committee-mandated work over individual requests.

Accountability:

- send out public record of attendance at the end of each year.
- Not clear what authority either this committee or any other has to hold people accountable to their Board duties.
- Suggest that, if someone has fulfilled the required duties, the chair of the Board Development Committee call to inquire about the situation. This is a “what’s up?” call.
- Not clear how or who might enforce follow up if a Board member violates confidentiality or any other agreement.
Communications Committee Minutes
June 27, 2002

Present (via telephone): Ty DePass, Jorge Rogachevsky, Carol Schachet

I. Web Site for Board Information

Background: At previous Board and Executive Committee meetings, people floated the idea of having a password-protected portion of the RESIST webpage to provide pertinent information. The EC asked this committee to discuss the details of such an idea and any implications for budget or staff.

A. Use of technology:
- Passivity: Concern that web sites are passive tools which still require members to actively visit the site to get information. Ty suggested that whenever new information is posted, e-mail alerts be sent out to draw attention to it.
- Confidentiality: Jorge suggested that confidential information not be posted.
- NOTE: Ty has “minute formats” that he can make available.
- Discussion/Chat room: There seems to be no need for additional “chat” structure or threaded discussions in the web page. Those can take place via regular e-mail or “Real Time” discussions between Board members.

B. Items to include on the password-protected site:
- Minutes
- Board Decisions
- By-laws
- Personnel Policy
- Committee descriptions and member lists (NOTE: include hot links for members on the contact lists)
- Meeting protocol
- Grant evaluation tools
- Calendar of work. Put uncompleted things in red to highlight them.

C. Capacity: who will do the work?
- Start Up. This includes configuring the site, setting up the firewall, uploading the materials. Robert Morrison has volunteered to offer assistance in this. Not sure what his time availability will be. Carol will ask Robert to estimate the how many hours it would take to set this up and what a consultant would charge. Also ask about necessary browsers and software.
- Maintenance. Site should be maintained by someone in the office. Estimate that it should take no more than 2-3 hours per week to maintain the site. Post items weekly, and require that materials be received at least two full days ahead of posting deadline. Look into using software (such as Dream Weaver or Front Page) to facilitate the upload. NOTE: if current staff assume this responsibility, some time-approximate work would need to be lifted.
* Timeline. If the Board approves of this at the August meeting, then we will start to move ahead. Hope to have it running by the fall, depending on the availability of Robert or allocating time and/or money to do the initial setup and uploads.

II. Making and Tracking Board decisions

A. What kinds of votes are appropriate via e-mail, telephone or at Board meetings? In the past, some votes have happened through phone or electronic "polls" but most occur at Board meetings.

* Jorge will write up a straw poll for Board members to gather opinions about voting: "Would you approve of voting via e-mail (or phone?) in the following situation..." Ty and Carol will send him possible scenarios or votes to include.

* The responses will be compiled and presented at the next Board meeting.

B. Follow-up on decisions. The Executive Committee should keep track of decisions and either follow-up or delegate the follow-up to another committee as appropriate.

III. Spanish Materials

A. Bi-lingual orientation. Some time ago, this committee discussed offering more materials in Spanish, including Newsletter articles. At that time, Jorge was going to lead a political discussion on the subject at a Board meeting. That never happened. It is suggested that this item be taken up first thing after the Long Range Planning process is over, and Jorge lead the political discussion at the February 2003 meeting.

B. Updating current materials. The Board previously offered basic grant materials in Spanish, including the application and grant guidelines. Those have not been updated in years despite changes to them. Jorge volunteered to translate them this summer. We will ask Amanda, as a Board of Advisors member, to review his translation.
Executive Committee
6/24/02
Minutes

Present:  Robin Carton, Pam Chamberlain, Jorge Rogachevsky, Nancy Wechsler

1. Hire Letter for Becca
Pam will draft a hire letter. Robin will e-mail Pam a draft of the prior letter that was drafted by Marc Miller. Jorge, in his capacity as chair, will sign a hire letter for Becca.

2. Committee Chairs
The Executive Committee is charged with ensuring that all committees have chairs by the August meeting. Jorge Rogachevsky is the chair of the Executive Committee. Kay Mathew has volunteered to chair the Grants Committee. Jorge will contact: Communications, Board Development committees. Pam will contact Long Range Planning and Personnel. Robin will contact Finance, Fundraising and Grant committees.

Need to set up guidelines for committee chairs and re-circulate the charge for each committee. Robin will send the current committee descriptions out to the Executive Committee.

Proposed Guidelines: A committee chair shall: call meetings; set the agenda; ensure minutes are taken at each meeting, including major issues and decisions; ensure that copies of the minutes are distributed to all Board members, including Personnel Committee minutes as appropriate; oversee follow through of committee work; report at Board meetings on the work of the committee; keep contact with other committee members; act as the liaison to the staff and the Executive Committee; all chairs shall be re-elected during the annual meeting.

3. Finance Committee
Johanna Schulman, at American Express Financial Advisors, has offered to sit on the Finance Committee and bring her expertise. She sits on the board of GLAD, the Open Center for Children, and several other not-for-profits. Robin will have a further discussion with Johanna about this role.

There is no process in place for bringing non-Board people on to committees.

4. The Call
The Call that was circulated to Board members seems very New York focused. No one has approached Resist about signing it. Positives include: a good statement attempting to raise a dissenting voice. There are some concerns about signing on given that there is very little information about who is behind the Call and what they are raising funds for. Only signed by individuals. Not soliciting organizational endorsements. Affiliated with Refuse and Resist and the RCP.

There are two Calls that are circulating, that seem similar and are both under the rubric of Not In Our Name. The Executive Committee decided that Resist should not sign the Call. The Executive Committee should provide people with access to the web sites and the Call (through these minutes). A brief explanation of reasons why to decline to sign it should go out to Board members.
Similar web sites include:

http://www.notinourname.net/
nonstatement@hotmail.com
http://www.nimn.org/

For the next meeting: agenda topics include
- continued discussion of the Not in Our Name Call
- planning for August Meeting
- the items on the Key Issue list

Next meeting Monday, July 15th. 7p.m.
Grant Committee  
July 2, 2002  
Minutes

Present: Robin Carton, Rebecca Howes-Mischel, Kay Mathew, Mark Miller, Jean Smith (intern) and Hannah Betesh (intern)

Questions arose about community organizing groups (projects, sophistication, analysis). The questions centered on how to approach truly grassroots groups who did not have strong analysis and/or proposal writing skills (what standards should be applied). In addition, how to think about grassroots efforts that do not meet resist funding guidelines. There was also a suggestion to review the media funding guidelines. It was suggested that the Board look at these issues again, perhaps in light of the program discussion during the long range planning process.

1. Weeding grants  
   - 52 grants are on tap for August- which is unusually high for the summer cycle.  
   - out of 26 grants, 22 were weeded out, 2 needed more information and 2 were left in.

2. Application  
   - The committee reviewed the new draft and made several suggestions for changes.
     1. Budget page:  
        - “If your organizational budget is over $125,000 you are not eligible for Resist funding. If it is close to $125,000, you should contact Resist before applying.”
        - remove the fiscal year section and ask: “What date does your fiscal year end?”
        - Replace the phrase Annual Budget with Financial Statement
        - leave out footnote #2 and #3 re: transportation and travel
        - put in note: “Complete the Project Budget column only if your request is for a specific project, rather than for general support.”
        - Equipment: remove the word “specify”
     2. Cover Page  
        - use two separate lines for e-mail and web site addresses
     3. Questions to remove/re-write  
        - #7 and #12 are related. Leave out #7 and consider a chart for #12  
        - Leave out #8  
        - Combining #4 and #5. Integrate #10 into this. (e.g. Tell us about your organization, we are interested in such things as your vision of social change, accomplishments, challenges and your plan for the coming year.)  
        - #3, add in: “If you are applying for general support, please describe the work of your organization instead.”
        - #13, #14: collapse two together. “How does your organization ...”
        - On last page: “Please include the following items ... Financial Statements”
4. Headings for sections:
- Project: #1, #3
- History: #2
- Vision and Program: 4, 5, 10
  - social vision, accomplishments, plan for coming year
- Organizational Structure: #6
- Funding: #9
- Political Focus: #11
- Organizational composition: #12
- Collaboration: #13, 14 (collapsed into one question)

3. August Board meeting
- Agenda has changed from a grant focused meeting to a program focused one
- Unclear if discussion will occur in August, given need to finish personnel discussion
- Suggestion: The grants Committee should be responsible for coordinating the discussion since the grants program is one of the major ways that Resist puts forth its vision of social change. The Committee would work with the Communications Committee to develop the agenda, which might include:
  - Resist’s vision of social change and its place in that vision;
  - Review of the current grant program structure:
    affirm what is working
    suggest changes/modifications
    determine if any new grant programs should be developed
  - Review the current Newsletter format:
    affirm what is working
    suggest changes/modifications
  - Determine if Resist should implement any new programs or projects

To enhance the discussion have on hand preliminary results and analysis of the survey and the draft of the new application

Marc, Kay and Becca will discuss this at the Long Range Planning meeting next week.

- See the attached Minutes from the March, 2002 Committee meeting for earlier discussion on this topic.
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
Present: Marc, Kay, Carol, Pam, Becca (Chair)

I. Pick a chair for the Long Range Planning Committee.

Becca will serve as Chair for the Long Range Planning Committee until the Oct annual meeting.

II. Check in from June Board meeting discussion.

A. Next steps coming out of Personnel discussion-
*Concerns about the incomplete coverage of the personnel policy at the June board meeting:
  2. Not resolved at the June Board meeting the issue of an Office Manager position.
  3. Not addressed at the June Board meeting: The changes to the Personnel policy which included - Reporting (Staff to BOARD) and the Hiring process.

Also not addressed: the Personnel Policy as a whole, including staff comments on the existing personnel policy.

III. LRPC and Executive Committee territory in the long range planning process.

A. Need increased clarity of the role of the Long Range Planning Committee on the Board. It is not clear how the EC and LRPC relate. This lack of clarity comes out when the LRPC’s recommendations are not always incorporated into the Executive Committee’s agenda.
   1) Need to clarify the roles of the two committees in this process.

B. There is a sense at board meeting that it is not clear whether the goal is open discussions about specific topics or ratifying proposals on the specific topics.

C. Possible concern about a lack of written document coming out of the long-range planning process.

-This is more a structural look at the workings of the organization than a long term strategic planning process. The process seems to be focusing on how things happen now rather than being future focused.

IV. August Board meeting.

A. From the June Board minutes: “Keep the August meeting as scheduled, knowing that the BOARD may need to carry conversation forward into October. The Long Range Planning Committee can meet to discuss how to carry the idea forward. The LRPC will talk with the Grants Committee and Executive Committee.”

Long Range Planning Committee’s proposal: Given that five board members are expected to
miss the August Board meeting (including the Chair of the Grants Committee, the Chair of the Communications Committee, and the Grants Program officer), Resist postpone the Program discussion until a later Board meeting. Instead, the August meeting discussion will be a chance to follow-up on the Personnel discussion by addressing Board members’ visions of the overarching structure of the organization. The purpose of this discussion is to generate more ideas for the personnel committee rather making personnel decisions. It is not expected that any major changes to personnel structure would be voted on.

B. The August topic will be an overarching discussion about personnel policies in which Board members will be asked to clarify their vision of Resist’s organizational structure.
   1) Abby will present a short report on the progress of revising the Personnel policy
   2). Board members will discuss (MAXIMUM 3 minutes each) their vision of Resist’s internal structure.
   3) The Board will then use this initial discussion to ground a group discussion regarding three concerns the Long Range Planning Committee has identified:
      a) hierarchy (both between the Board and Staff and within the Staff)
      b) supervision of the Staff by Board members
      c) evaluation of Staff by Board members

C. This discussion is intended to provide a grounding for any substantive changes to the existing Personnel policy. It is not expected that any major changes to personnel structure would be voted on.

D. A member of the Long Range Planning Committee will chair this meeting after conferring with Abby

This discussion will be confined to 1 ½ hours

V. Program discussion

A. This discussion will be postponed until the October meeting if it makes sense in the aftermath of the discussion in August. Possibly the end of the personnel discussion will overlap with the Program discussion. The Program discussion will include both the Communications and Grants programs as well as any program ideas we might want to consider.

IV. Update on survey

A. We have received approximately 600 completed surveys. Becca and Hannah (intern) are in the process of data entering them.

B. Becca will present a short report on the preliminary survey results at the August meeting.
Board Development Meeting Minutes - Part 1
June 27, 2002

Attending: Carol, Ty, Eileen

1. Board Prospects Update -

- Ty and Wec will be meeting with Leila Farsahk on July 1st (note: just found out that this meeting is postponed).
- Carol will send packet to Chaumtoli Huq, Wheels of Justice – Supporting New York’s Taxi Drivers through Litigation and Policy Initiatives of New York. She’ll also follow up with Nikhel Aziz of PRA. He was sent a packet in April. Will also call Gina Wang and Catherine Joseph from Boston Women’s Fund.
- Ty will call Marie Kennedy from CPCS (re: referrals to current/former students), Madge Kho and Eva Boyce.

2. Committee News

- Carol spoke with Cynthia Barger. Cynthia was interested in joining the board but Carol explained to her about our 2/3 diversity policy. She’s considering joining the fundraising committee. Carol will call Gavriel Wolfe about being on a committee.

Ty agreed to chair Board Development

3. Orientation Packets

We looked to our minutes of 1/5/00 to update our outreach/mentoring packets.

- Outreach packets are sent to potential board prospects and will include the following:
  Grants issue of the newsletter
  Brochure
  Job description of board member
  meeting dates
  list of committees
  historic overview piece

- Orientation packet - for new board members list of committees, including description and members major board decisions minutes of retreats board bios funding guidelines and questions for evaluating grants meeting protocols/guidelines
- we should look at handbook that Abby used at A.J. Muste and Dollars and Sense

4. Board Mentors

- Job description of Mentor
  availability via phone & email
  be on Resist board (non-staff) for at least two years
have a familiarity with board decisions
compatibility with mentee

- board development committee will ask for board volunteers to be mentors.
  - "will recommend match of mentor-mentee
chair of board dev. committee will check-in with mentor and mentee to see how things
are going.

5. Conduct at Meetings (we had questions of what the executive committee was asking us
to say about meeting conduct, but started with this. Carol will ask Robin about this)

Meeting adjourned to reconvene later.
Board Development Committee Meeting
7/11/02 (part 2 of 2)

Attendance: Ty DePass (chair), Eileen Bolinsky, Carol Schachet

NOTE: This is a follow-up meeting to the meeting of June 27, 2002.

Conduct at meetings:

5. Conduct at Meetings
The Executive Committee created a grid asking various committees to address organizational issues. Meeting protocol and decision-making were given to this committee. We discussed that it is the responsibility of everyone—not just the facilitator—to enforce meeting protocols. We should be able to self-impose these procedures.

Suggestions for Board meeting protocol:

- Members should be prepared to meet. That includes reading minutes of committees and other relevant information.
- Members should attend full meetings

- PROPOSED CHANGE: Approval of Board meeting minutes and amendments should happen at the beginning of Board meeting. Any additions/corrections to minutes should be made before meeting. Goal is to have minimal discussion.
- Executive committee will have already sent out agenda.
- Facilitator and place chosen at previous meeting.
- Report backs from committees should consist of answering questions about the minutes, and talking about proposals for action. An exception to this might be the finance committee.
- In discussions, people should try to be concise and attempt to build on previous comments. If disagree, be clear in disagreement.
- Facilitator calls on people to speak, and attempts to keep the discussion according to topic.
- People are asked to keep their comments brief and on topic, and to not interrupt others.

Grant Decision Voting:

- Generally, votes for grant-making follow the same outline as the worksheet (Full, Partial, None) after sufficient discussion has occurred.
- If a lot of discussion has not led to a leaning, then the facilitator may ask for a "straw vote" to help members reflect on the decision.
- When a vote is close (e.g. 4 full, 4 partial and 5 no), then may need more discussion and a differently phrased vote (e.g. any funding vs. no funding at all).
- Try to reach a consensus or a clear majority, but a simple majority is sufficient to make the decision.
- Members who cannot attend are asked to send in their “proxy” worksheet, which contributes toward discussion but does not count as a vote.
- If a Board member is affiliated with a group seeking funding, then he or she should recuse him or herself from the vote, but can speak during the discussion.

Board Decisions:

Note: The by-laws and other documents supercede any other suggestions or understandings written here or elsewhere.

- **PROPOSED CHANGE:** As a matter of procedure, meeting summations will include a review of agreements and decisions, as well as a critique of meeting process.
- The facilitator and location of the next Board meeting should be selected at the board meeting.
- Between meetings, staff should give priority to Board- or Committee-mandated work over individual requests.

Accountability:

- send out public record of attendance at the end of each year.
- Not clear what authority either this committee or any other has to hold people accountable to their Board duties.
- Suggest that, if someone has fulfilled the required duties, the chair of the Board Development Committee call to inquire about the situation. This is a “what’s up?” call.
- Not clear how or who might enforce follow up if a Board member violates confidentiality or any other agreement.
Financial Committee Minutes
July 18, 2002

Present: Becca, Pam, Robin

A) The staff reviewed financial procedures with Pam, who is preparing to function as Treasurer. They went over the practices of: segregated duties of office staff and the roles of bookkeeper and auditor.

B) We reviewed the current and proposed financial statements, including the reports generated for the board for each meeting. Pam made some suggestions on simplifying the board report, and Becca offered to draw up new form.

C) Upcoming Financial Activities
   a. Midcourse corrections to budget (done 2/year; will involve finance committee with report to board and vote if necessary)
   b. Budget development for 2003 (Current schedule: begun by staff in September, reviewed by Finance Committee; draft to board for October or December; final vote in February) [treasurer’s note: board should ratify process; committee should ask for input]

D) Committee’s need for financial advice
   a. We discussed the need for additional help for the committee from individuals who could be non-Board members in the areas of investments and board training on financials. Robin suggested Lynn Brandon, Eva Boyce for the latter and Johanna Schulman for the former. Robin will contact them to see their availability and hopefully their willingness to act pro bono.

Minutes submitted by Pam Chamberlain
1. **Agency for Women and Children Development**
   - Amount: $3,000
   - Address: 352 Seventh Avenue, Suite 434, New York, NY, 10001
   - Contact: Cynthia Stalin 212/379-8348
   - Funding for the Campaign against Immigrant Bias which strives to address tensions within New York communities against Asian Indian Immigrant communities.

   **Decision:** Leave In _____ No _____ Undecided _____
   **Comments:**
   All project is planned for the future, no existing base. No specifics about demographics or coalitions. Do not mention groups already working on this issue. Not clear if organization is in AZ or NYC.

2. **Between the Lines**
   - Amount: $3,000
   - Address: 60 Old Farm Road, Weston, CT, 06883
   - Contact: Scott Harris 203/544-9863
   - Funding for an expansion of syndication for a news magazine program dedicated to providing a media platform for progressive organizations.

   **Decision:** Leave In _____ No _____ Undecided _____
   **Comments:**
   No organizing beyond presenting information. List programs on topics rather than positions. No references in CT for organizing. Hans Koning referred them. Discuss this group with Eileen and then decide.

3. **Cambridge Documentary Films, Inc.**
   - Amount: $2,500
   - Address: 35 Cedar Road, Belmont, MA, 02478
   - Contact: Margaret Lazarus 617/484-3993
   - Funding for the distribution costs of "Rape is..." a documentary that looks at rape from a historical and global perspective.

   **Decision:** Leave In _____ No _____ Undecided _____
   **Comments:**
   Too big- budget for 2000: $670,598.

4. **Catholic Human Development Outreach**
   - Amount: $3,000
   - Address: 650 Burton Street SE, Grand Rapids, MI, 49507
   - Contact: Deb Kalinka 616/248-3030 x127
   - Funding for a third case manager for the Immigration Advocacy and Assistance program, which provides information and assistance to immigrant communities.

   **Decision:** Leave In _____ No _____ Undecided _____
   **Comments:**
   Social service, not grassroots organizing. Projected budget is $5,000,000.
5. Center for Peace and Human Security  
Columbia University Station, P.O. Box 250308, New York, NY 10025  
Erin Hale DeOrnellas  
646/342-0099  
Funding to support special sessions of the Center's Peace and Human Security Media Festival that are devoted to media resources for social change activism and organizing.

Decision: Leave In _____  No X  Undecided _____
Comments: Similar groups exist. No connections to them listed.

6. Direct Action for a Free Palestine  
116 Pinehurst Avenue, New York, NY, 10033  
Gabriel Ash  212/740-3124  
Funding for general support for an organization working in support of human rights in Palestine through speaker tours and public education.

Decision: Leave In _____  No _____  Undecided X
Comments: Application is incomplete. Leave in to see if provide additional materials. Organization is very new and focuses largely on sending delegates to Palestine. Not clear why they aren't working with other groups in NY working on Middle East solidarity.

7. Dismass House of Central Massachusetts  
PO Box 30125, Worcester, MA 01603  
Dave McMahon  508/799-9389  
Funding for the Ex-Prisoner Organizing Initiative which seeks to involve former prisoners in community organizing.

Decision: Leave In _____  No X  Undecided _____
Comments: Most of the work is social service. Don't seem connected to other social justice organizations. Mostly a halfway-house.

8. East Side Ministerial Alliance  
PO Box 1491, Waterloo, IA, 50704  
Ted Keys  319/233-8228  
Funding for an Executive Director for a community outreach center which will centralize assistance programs for a primarily African-American community.

Decision: Leave In _____  No X  Undecided _____
Comments: Service oriented. Budget is over $163,000.

9. East Bay Sanctuary Covenant  
2362 Bancroft Way, Berkeley, CA, 94794  
Kathryn Fischer  510/ 540-5296  
Funding to cover the keynote speaker expenses for a conference that will address responses to the current "anti-terror" agenda and its impact on immigrant communities.

Decision: Leave In _____  No X  Undecided _____
Comments: Budget is over $148,000
PCL XL error

Subsystem: KERNEL
Error: IllegalTag
Operator: 0xaf
Position: 2254
Grant Committee
July 2, 2002
Agenda

1. August Board meeting
   - Agenda has changed from a grant focused meeting to a program focused one
     - what will the approach be
     - what are the main topics for discussion
     - are there any critical issues that must be decided right away
     - will the discussion actually take place (given the need to finish the personnel discussion)
     - See the attached Minutes from the March, 2002 Committee meeting

2. Application
   - review of the new draft

3. Weeding grants
   - 52 grants are on tap for August (this is unusually high for August).

Proposed job description for committee chairs from the Executive Committee:

A committee chair shall:
- call meetings;
- set the agenda;
- ensure minutes are taken at each meeting, including major issues and decisions;
- ensure that copies of the minutes are distributed to all Board members, including Personnel Committee minutes as appropriate;
- oversee follow through of committee work;
- report at Board meetings on the work of the committee;
- keep contact with other committee members;
- act as the liaison to the staff and the Executive Committee.

All chairs shall be re-elected during the annual meeting.