Resist Board Meeting, June 1, 2003

Resist

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Board Meeting - June 1, 2003 - 10:30 a.m.
Place: Resist Office
259 Elm Street, #201
Somerville, MA 02144
617/623-5110

Dear Board member:

For this meeting, we have 33 requests to consider which means we’ll have $72,600 for grants ($2,200 x 32).

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

AGENDA

1. Meet, eat, greet
2. Agenda review
3. Approve (or not) minutes of April 2003 Board meeting
4. Grant allocations
5. Review/reflection on grant allocations
   Lunch by Leila & Nikhil
6. Networking opportunities
7. Hiring
8. Potential new board members
9. Staff evaluations
10. Staff raises or bonuses
11. Other VERY BRIEF Committee Items requiring status report and/or decision.
   - Staff
   - Board development,
   - Fundraising
   - Finance (investment policy)
   - Grants
   - Communications
   - LRPC (consultant)
12. Personnel Policies
13. Program/Political Discussion
15. Set date for next meeting.
16. Adjourn
Multi Year Grants

Renewal

1. Survivors, Inc. $3,000
95 Standard Street, Mattapan, MA 02126 Sandra Lyons 617-298-7311 masswelf@aol.com
Funding for year three of multi-year general support grant for a group that works to mobilize a welfare rights constituency to work toward more humane social policies.

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

2. Texas Alliance for Human Needs $3,000
1016 East 12th Street, Austin, TX 78702-1056 Kerrin Lemieux 512/474-5019 www.txalliance.org
Funding for year two of multiyear general support of an organization dedicated to supporting low-income community organizing initiatives.

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

Second Round

3. Contact Center $3,000
1227 Vine Street, Cincinnati, OH, 45210 Katy Heins 513/381-4242 contactcenter@overtherhine.org
Funding for second round of multi-year general support for an organization that provides leadership training, skill development and power analysis to low-income and moderate income people.

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

4. Gateway Green Alliance $3,000
P.O. Box 8094, St. Louis, MO 63156 Barb Chicherio 314/727-8554 chicherio@aol.com
Funding for second round of multi-year support for an organization working to bring attention to the interconnected issues of ecology, racism and war.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
5. Independent Media Center of Philadelphia $3,000
P.O. Box 42803, Philadelphia, PA 19101 Anthony Mazza/Amy Dalton 215/387-6155 www.phillyimc.org
Funding for multi-year general support for the Radio Volta Webcast Station, which provides political content from a leftist perspective.

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<th>Decision:</th>
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Africa/Asia/International

6. Southeast Asian Freedom Network $3,000
c/o Khmer Girls in Action, 2338 East Anaheim Street, #201A, Long Beach, CA, 90804 Que Dang 562/856-2612 quedang@earthlink.net
Funding for general support of a coalition that mobilizes Southeast Asian communities across the country to oppose deportations and builds a new Southeast Asian youth movement.

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Community Organizing/Anti-Racism

7. Citizen's Alert $3,000
407 S. Dearborn, #1490, Chicago, IL, 60605 Harriet McCullough 312/663-5392 hmccullough@citizensalert.org
Funding for general operating costs for a police watchdog group that works to make law enforcement accountable to the communities they work in.

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8. Proyecto Hondureño $3,000
375 Broadway, #203, Chelsea, MA, 02150 Angel Meza 617/887-0535 honduproject@yahoo.com
Funding for general support of an organization that empowers Honduran immigrant communities to organize for more humane immigration policies and immigrant worker's rights.

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9. Reclaiming our Origins Through Struggle (ROOTS) $3,000
3503B North Mississippi Avenue, Portland, OR, 97227 Tomás Garduño 503/288-4021 www.rootspx.org
Funding for a grassroots community group organizing for racial and economic justice.

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10. South Carolina Progressive Network  $3,000
P.O. Box 8325, Columbia, SC, 29202  Brett Bursey  803/808-3384  www.scpronet.com; network@scpronet.com
Funding for general support of a multi-racial, multi-issue coalition that works to create a grassroots mechanism for affecting state public policy.

Decision:  Full  Partial  No  Undecided

Comments:

Economic Justice

11. Policy Institute  $3,000
P.O. Box 1362, Helena, MT, 59601  Travis McAdam  406/442-5506  travismc@mhrn.org
Funding for general support for a progressive policy think-tank that provides support and expertise for activist agendas organizing against corporate economics.

Decision:  Full  Partial  No  Undecided

Comments:

12. STARC Alliance: Students Transforming and Resisting Corporations  $3,000
2732 SE Belmont Street, Portland, OR, 97214  Riva Pearson  503/235-0760  www.starcalliance.org
Funding for the STARC Summer Institute that trains young activists to organize against corporate control globally and on local campuses.

Decision:  Full  Partial  No  Undecided

Comments:

13. United Action of Central Connecticut  $3,000
77 Franklin Square, New Britain, CT, 06051  Hannah Roditi  860/286-8840  www.unitedaction.org
Funding to build a new chapter of a multi-racial faith and labor-based coalition to confront systemic racial and economic disparities in the region.

Decision:  Full  Partial  No  Undecided

Comments:

Environmental

14. Institute for Social Ecology- Biotechnology Project  $3,000
1118 Maple Hill Rd, Plainfield, VT, 05667  Doyle Canning  802/454-7138  www.nerage.org/ www.gefreevt.org
Funding for general support for group connecting the fight against genetically engineered foods to the wider movement to confront corporate-driven globalization.

Decision:  Full  Partial  No  Undecided

Comments:
Gay/Lesbian/Bisexual/Transgender

15. New York Association for Gender Rights Advocacy (NYAGRA) $3,000
24 West 25th St, 9th Floor, New York, NY, 10003 Pauline Park 212/675-3288 x266 www.nyagra.tripod.com
Funding for a community organizing project that will mobilize transgendered and gender-variant people to end discrimination and violence toward gender-non-conforming peoples.

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

16. Safe Community and Schools Coalition $3,000
8 North Court, #307, Athens, OH, 45701 Emily Bush 740/592-7233 www.frognet.net/~scsc; scsc@frognet.net
Funding for general support for group which organizes to oppose homophobia in local schools and to provide support for g/l/b/t youth.

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

17. West Virginia Foundation for Equality $3,000
P.O. Box 11033, Charleston, WV, 25339 Mary Lee 304/344-3953
Funding for general support of an organization that organizes the LGBT community of West Virginia around issues that impact them.

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

Labor

18. Austin Tan Cercade la Frontera (Austin so close to the Border) $2,350
1304 East 6th Street, #3, Austin, TX, 78002 Judith Rosenberg 512/474-2399 www.austintancerca.org
Funding for a delegation of Mexican American union workers and labor rights activists to meet with Mexican workers and develop cross-border solidarity organizing.

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

19. Jobs with Justice- Washington State $3,000
P.O. Box 9662, Seattle, WA, 98109 Jacob Carton 206/441-4969 www.wsjwj.org/ wsjwj@igc.org
Funding for the Worker Organizing Impacted by War campaign that connects US foreign militarism with domestic assaults on workers' rights.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
Media/Culture

20. Arab American Anti-Discrimination Committee- NY (ADC-NY) $3,000
26 West 17th St., #803, New York, NY, 10011 Jawad Salah 212/807-0995 www.adcnyc.org/adcny@adc.org
Funding for a Media Guide with specific Palestine-Israel modules that will educate grassroots activists to organize against anti-Arab bias in mainstream media sources.

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

Middle East

21. New York Solidarity Movement for a Free Palestine $3,000
c/o Muslim Women's Institute for Research & Dev., 33 Mount Hope Place, #7, New York, NY, 10453
Kamau Karl Franklin 718/960-2262 nysmfp@nomoreprisons.org
Funding to host two Palestinian community organizers as a step toward building alliances between social justice organizations in New York and Palestine.

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

Native Americans/Indigenous Peoples

22. Gedakina $3,000
1060171 South Road, Woodstock, VT, 05091 Stephanie Morgan 802/457-2644 www.gedakina.org
Funding for an education and outreach campaign that will build the capacity of a group organizing to strengthen the cultural knowledge and identity of Eastern First Nations Peoples.

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

Peace/Anti-Militarism

23. Nebraskans for Peace $3,000
941 O Street, #1026, Lincoln, NE, 68508 Susan Alleman 402/275-3630 www.nebraskansforpeace.org
Funding for general support for grassroots advocacy organization working nonviolently for peace with justice through community building, education and political action.

Decision: Full ___ Partial ___ No ___ Undecided ___
Comments:
24. Peace and Justice Alliance of Central Washington
$3,000
211 East 8th Street, Ellensburg, WA, 98926  Stefanie Wickstrom  509/962-9599  www.elltel.net/peacejustice
Funding for the Peace Café project that offers local peace and justice groups a centralized location for collaborative organizing.

Decision:  
Full _____  Partial _____  No _____  Undecided _____

Comments:

25. Support Network for the Armed Forces (SNAFU)
$3,000
39 West 14th St, #206, New York, NY, 10011  Dee Knight  212/802-4459  www.join-snafu.org; info@join-snafu.org
Funding for general support of an organization that aids military personnel, their families, and potential recruits who question or oppose unjust wars and military aggression.

Decision:  
Full _____  Partial _____  No _____  Undecided _____

Comments:

Prisoners

26. Committee on Prison Accountability (COPA)
$3,000
P.O. Box 80243, Albuquerque, NM, 87198  Suzann Trout  505/254-2118  troutis@msn.com
Funding to strengthen the internal infrastructure of an organization that organizes families for systemic prison reform.

Decision:  
Full _____  Partial _____  No _____  Undecided _____

Comments:

27. Prison Activist Resource Center
$3,000
P.O. Box 339, Berkeley, CA, 94701  Trinh Lé  510/893-4640 x109  www.prisonactivist.org
Funding for general support of an organization that seeks to address and counter the escalating prison-industrial complex.

Decision:  
Full _____  Partial _____  No _____  Undecided _____

Comments:

Women

28. Hermanas: Sisterhood in Central America and the Caribbean
$3,000
65 Lovers Lane, Princeton, NJ 08540  Jan Strout  609/924-1486  janstrout@msn.com
Funding for coalition working to enlarge the number and diversity of women working to end the blockade of Cuba and to forge an anti-racist, anti-imperialist women's movement in the US.

Decision:  
Full _____  Partial _____  No _____  Undecided _____

Comments:
29. Religious Coalition for Reproductive Choice of Massachusetts
P.O. Box 1129, Brookline, MA, 02446 Rosemary Candelario 617/522-2964 www.rcrcofma.org
Funding for general support for a group which provides information and analysis for organizing around reproductive rights from a religious perspective.

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

Youth

30. Latinos Unidos Siempre
3545 Portland Road, NE, Salem, OR, 97303 Jose Sandoval 503/363-1895 latinosunidossiempre@yahoo.com
Funding for general support for Latino youth organization which seeks to challenge institutionalized racism, sexism and homophobia.

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

31. Malcolm X Grassroots Movement
388 Atlantic Ave, 3rd Fl, Brooklyn, NY, 11217 Monifa Akinwole Bandele 718/254-8800 mxgnmy@hotmail.com
Funding for the Black August Hip Hop Project that uses hip-hop culture to build networks between African youth around domestic and international issues of economic and racial oppression.

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

32. Progressive South Asian Exchange Net (proXsa)
570 Fort Washington Ave, #75A, New York, NY, 10033 Ashwini Rao 212/928-1480 www.proxsa.org
Funding for the Youth Solidarity Summer that educates and organizes South Asian youth to mobilize around issues of social inequality.

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

33. Quilombo Collective NYC
c/o Brecht Forum, 122 West 27th Street, 10th Fl, New York, NY, 10001 Chris Gheeron 347/623-3776 www.quilombonyc.org
Funding for the Quilombo Summer program, a radical summer education program that focuses on popular education and social justice organizing for working class youth of color.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
<table>
<thead>
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<th>Category</th>
<th>Count/Amount</th>
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<tr>
<td>Total Number of Requests</td>
<td>28 regular grants; 5 multi-year grants; emergency grants; 0 loans; 38 not on agenda</td>
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<tr>
<td>Total Amount Requested</td>
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<tr>
<td>Total Allocation for Cycle</td>
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<td>Total Grants</td>
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<td>Total Loans</td>
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NOT ON AGENDA

1. Alliance for Southern African Progress (ASAP)
1424 3 1st Avenue, #3R, Astoria, NY, 11106 Sean DeWitt 877/375-5778 www.asap-alliance.org
Funding for general support for an organization working to raise awareness within the United States about the struggle against illegitimate authority in Zimbabwe and to promote resistance among opposition leaders.
**Reason:** Do not list any domestic organizing partners. All organizing web-based. Analysis re: citizens of Zimbabwe, international NGOs and funders very tied to government/political centers in Zimbabwe.

2. Baltimore Hours
P.O. Box 39673, Baltimore, MD, 21212 Brad Johnson 410/935-0447 Baltimorehours@yahoo.com
Funding for a North American local currency conference that will bring together organizers to better solidify a local currency movement.
**Reason:** Poor answers about social/political vision. No coalition work.

3. BARK
P.O. Box 12065, Portland, OR, 97212 Sarah Wald 503/331-0374 www.bark-out.org; info@bark-out.org
Funding for an organization working to protect the Mt. Hood National Forest from corporate logging.
**Reason:** No broad vision. Many other environmental groups in the state.

4. Casa del Pueblo Cooperative
1498 Sunset Blvd., #2, Los Angeles, CA, 90026 Sam Vong 213/481-1986 samvong@eudoramail.com
Funding for a silk-screening project that will engage communities in self-sustaining economic projects.
**Reason:** No collaborations. Social service- no sense of how political organizing is incorporated. Unrealistic budget.

5. Center for Environmental Equity
610 SW Alder, #1021, Portland, OR, 97205 Larry Tuttle 503/221-1683 www.nevermined.org; nevermined@earthlink.net
Funding for the Household Hazardous Waste Project that will remove hazardous waste from households impaired by age, mobility and mental acuity and educate them about available community services.
**Reason:** Service project. Removing hazardous waste as outreach to new communities is interesting but not organizing.

6. Citizens for the Preservation of Northbridge
P.O. Box 312, Whitinsville, MA 01588 Milton Pepin 508/234-5685 www.preservenorthbridge.com
Funding for general support of an organization educating their community about health, safety, and aesthetic issues to improve the local quality of life.
**Reason:** Very mainstream with no political vision. All white organization.

7. Common Roads
1300A North 3rd Street, Harrisburg, PA, 17102 Carol Reisinger 717/920-9534 www.commonroads.org
Funding to upgrade the website of a LGBT youth center that will enable them to collect data of school-based harassment and establish links to other social change organizations.
**Reason:** Proposal very oriented to service work. Raised $10,000 from the Republican Committee.

8. Continental Campaign to Counter Militarization
c/o Nonviolence International, P.O. Box 39127, Friendship Station NW, Washington, DC, 20016 Andres Thomas Conteris 202/232-1999 www.antimil.org/ andres@antimil.org
Funding for general support of an organization working to build networks between North and South American communities to counter militarism.
**Reason:** Project $165,000 income with $45,00 already confirmed. Most of organizing is internationally based. No discussion of cross-issue organizing. No specifics on collaborations.
9. CURE- National Death Row Assistance Network
6 Tolman Road, Peaks Island, ME, 04108 Claudia Whitman 888/255-6196 www.ndran.org
Funding for general support of a new organization that helps death row defendants, prisoners and families gain access to legal, financial, and community support.
**Reason:** Already fund Federal CURE. Don't see collaboration with any national death penalty groups already doing this work. Do not make the case for the need for a new CURE.

10. Empty the Shelters- Atlanta
P.O. Box 6019, Atlanta, GA, 31107 Chloe Johnson 404/607-1551 etsatlanta.8m.net
Funding for the Summer of Social Action project that gives student activists an analysis of poverty and oppression.
**Reason:** Unclear whether ETS Philadelphia and Atlanta are separate organizations. No on-going organizing. No followup to summer program. Rejected similar proposals for same reasons.

11. Families to Amend California's Three Strikes (FACTS)- Orange County
P.O. Box 10504, Fullerton, CA, 92838 Sue Reams 949/595-7544 www.facts1.com/ocfacts@aol.com
Funding to develop public education materials for an organization working to amend California's Three-Strikes law to only apply to violent felonies.
**Reason:** Not clear a separate entity from statewide FACTS. Expect to raise $800,000. Come back if in ballpark.

12. Flying Focus Video Collective
3439 NE Sandy Blvd, PMB #248, Portland, OR, 97232 Dan Handelman 503/239-7456 www.rdrop.com/~ffvc
Funding for general support of a collective that produces videos for social change.
**Reason:** Not tied to any organizing campaigns.

13. H20 International Film Festival
114 West 114th St, Suite 3A, New York, NY, 10026 Martha Diaz 212/663-0305 www.h2ofilmfestival.org
Funding for H20 International Film Festival that offers filmmakers the opportunity to re-define images of Hip-Hop culture.
**Reason:** No organizing.

14. Iconomedia
P.O. Box 716, Austin, TX, 78767 Stefan Wray 512/441-9454 www.iconmedia.org/swary@io.com
Funding for a Military Documentation Project that will engage in public education about the weapons industry in Texas and the South.
**Reason:** New project. Rejected recently under another name. Really bad references. Only two people involved. Broke off from AFSC- TAO organizing project.

15. Immigrant Workers Resource Center
P.O. Box 442, Jamaica Plain, MA, 02130 Juana Hernandez 617/522-0614 immigrantworkers@aol.com
Funding for general support for organization that assists and enables immigrant workers to become leaders and organizers in their workplaces and communities.
**Reason:** Too big. Board decision in 2002 not to fund them again for a number of years.

16. Journal of Aesthetics and Protest
1342 ½ McDuff St, Los Angeles, CA, 90026 Marc Herbst 213/250-4131 www.journalofaestheticsandprotest.org
Funding for the second issue of the Journal of Aesthetics and Protest which discusses effective strategies towards liberatory culture.
**Reason:** No organizing. Send Media Funders Guide.
17. Just Focus
500 High Street, SE, Albuquerque, NM, 87102 Mary Ann Fiske 505/842-8288
Funding for the ABQ Peace Values Project and Ethics Brigade which are organizing around the interconnected issues of militarism, social and economic justice.
**Reason:** Unclear who the grantee is. There are already local groups that have been working on these issues long term like MY grantee Peace Action NM. No coalition work.

18. Know Theatre Tribe
1425 Sycamore Street, Cincinnati, OH, 45202 Jay B. Kalagayan 513/300-5669 www.knowtheatre.com
Funding for general support of a theater collective that produces accessible cultural and contemporary theater.
**Reason:** No organizing. No political vision.

19. Massachusetts NARAL
41 Winter Street, Suite 65, Boston, MA, 02110 Melissa Kogut 617/556-8800 x12 www.massnal.org
Funding for the Jamaica Plain Emergency Contraception Access Campaign that seeks to increase the ability of women to access emergency contraception.

20. Mental Health Education Initiative
21 Church Street, Burlington, VT, 05401 Douglas McGorty 802/598-7157 dmcgorty@together.net
Funding for general support of an organization that works to increase public knowledge about mental/emotional disorders to decrease the stigma attached to individuals with these conditions.
**Reason:** Very single issue. Mostly service work: mural, art exhibit, library.

21. Mexicanos Juntos
4418 Locust Street, Philadelphia, PA, 19104 Peter Bloom 215/662-1227 mexjuntos@yahoo.com
Funding for the Open Borders project that teaches computer skills within an immigrant Latino community.
**Reason:** Service project. No leadership from Latino community.

22. National Forest Protection Alliance
P.O. Box 8264, Missoula, MT, 59807 Jeanette Russell 406/542-7565 www.forestadvocate.org
Funding for the *Endangered Forests, Endangered Freedoms* campaign and Forest Campaigner training that will bring conservation activists together with community organizers to strengthen the forest protection movement.
**Reason:** Too big. $200,000 in income for 2002.

23. Native American Youth Enrichment Program
Funding for the First Annual NAYEP Community Gathering Celebration that will bring together Boston's Native community.
**Reason:** No organizing. Apolitical camp. Phillip Brooks House can access Harvard money.

24. New Economy, Working Solutions (NEWS)
613 4th Street, #204, Santa Rosa, CA, 95406 Martin Bennett 707/939-8933 www.livingwagesonoma.org
Funding to build a living wage coalition for Sonoma County that will develop a sustainable alliance between labor-community activists.
**Reason:** Claim labor on board as diversity- don't identify if conservative or progressive labor. Unclear connections to communities in the area. Not strong application. Materials only in English. Very high expectations- going from $12,500 in 2002 to $120,000 in 2003.
25. **Northwest Environmental Justice Center**  
P.O. Box 1121, Fall Creek, OR, 97438  
Christopher Wise 541/741-0998  
www.envirojustice.tk/nejc@resist.ca  
Funding for general support of an organization that educates and organizes disadvantaged communities around environmental issues that confront their communities.  
**Reason:** Two person group just starting out. There are already groups in the area doing this work. Leadership not coming out of the same communities they are organizing.

26. **Not in Our Name-Atlanta**  
3292 Covington Highway, Avondale Estates, Atlanta, GA, 30002  
Sara Giordana 404/215-4548  
www.notinourname.net/atlanta  
Funding for general support of an organization opposing the current administration's policies of militarism and attacks on civil liberties.  
**Reason:** Description of work is mostly national's not that of the chapter. Unclear how the chapters are separate from the national organization.

27. **Oglala Commemoration**  
PMB #523-3023 Highway K, St. Charles, MO, 63304  
Lisa Reinhold 636/745-8152  
www.geocities.com/oglala-commemoration/oglala-commemoration@yahoo.com  
Funding for a one-day event to commemorate the "Reign of Terror" on the Pine Ridge Reservation between 1973-1976.  
**Reason:** No organizational history. No followup. No specifics on organizing.

28. **Ohio Fair Schools Campaign**  
94 Columbus Road, Athens, OH, 45701  
Debbie Phillips 740/592-2866  
www.ohiofairschools.org  
Funding for general support of a coalition of faith-based and grassroots community organizers working to improve public education opportunities for communities in Ohio.  
**Reason:** Very mainstream. Mostly parental education. No racial/economic analysis of work.

29. **Paloma House**  
78 Main Street, #401, Northampton, MA, 01060  
Gail Kielson 413/586-3926  
Funding for general support of an organization that seeks to provide free and low cost therapy to women and children who have been victims of family and/or societal violence.  
**Reason:** Social Service

30. **Project Hope to Abolish the Death Penalty**  
P.O. Box 1362, Lanett, AL, 36863  
Esther Brown 334/499-0003  
www.phadp.org  
Funding for Creepin Death's Youth Outreach Program to help troubled youth avoid prison.  
**Reason:** Mainstream and service approach. Problematic application.

31. **San Francisco Tenants Union**  
550 Capp Street, San Francisco, CA, 94110  
Ted Gullickson 415/282-6543  
www.sftu.org/ted@sftu.org  
Funding for the eighth edition of the *Tenants Rights Handbook* that gives San Francisco tenants information about their rights.  
**Reason:** Does not go beyond helping individuals. No collective organizing. Membership does not reflect San Francisco population.

32. **Sapphica**  
P.O. Box 140428, Brooklyn, NY, 11214  
Stephanie Adams 917/952-7578  
www.sapphica.com  
Funding for general support of a new online lesbian community.  
**Reason:** Not organizing. Project a budget of $148,000 but no income.
33. Somerville United Against Racism
7 St. James Avenue, Somerville, MA, 02144  Alex Pirie  617/776-8898  ibis6@rcn.com
Funding for a voter education and registration drive to empower the immigrant community for better city representation.
Reason: No organizing beyond voter registration. Only organizing service agencies.

34. St. Louis Area Jobs with Justice
2725 Clifton Avenue, St. Louis, MO, 63139  Lara Granich  314/644-0466  www.stl-jwj.org
Funding for general support of a coalition of economic and social justice organizations that builds power for the working poor in the St. Louis area.
Reason: Just turned them down recently. Many discrepancies in the application about what actions they take ownership of. Big salary gap between organizer and director is problematic.

35. Texas Globalization Education Fund
410 West Riverside Drive, #203, Austin, TX, 78704  Jere Locke  512/472-1771  www.texasfairtrade.org
Funding for the Globalization Basics Workshop Project that educates and organizes activists in Texas around the impact of corporate globalization on local communities.
Reason: Not exciting or original material. Other groups do this in more cutting edge way. No followup organizing after workshop. Rather fund Texas Fair Trade Alliance.

36. The People United
3706 36th Street, Mt. Rainier, MD, 20712  Jeff Winder  301/779-3359  www.thepeopleunited.org
Funding to create a website that will provide internet support for the development of locally based networks of progressive activists in Virginia and North Carolina.
Reason: There are other organizations doing this work. Very new. Do not make a case for why this group is unique.

37. Urban Gardens Resources of Worcester
P.O. Box 225, Worcester, MA, 01613  Matt Feinstein  508/799-9139  www.recworcester.org
Funding to run youth program based on sustainable agriculture.
Reason: Not organizing. Limited political vision.

38. Wisconsin Apprentice Organizers Project
1202 Williamson Street, Lower Level, Madison, WI, 53703  Julie Anderson  608/251-4548  wisaoop@earthlink.net
Funding for general support of an organization which seeks to serve as a network for training and supporting a new diverse community of progressive organizers in Wisconsin.
Reason: New organization. Do not demonstrate a broad vision in their application. No ties to youth. Come back when more developed.
Resist Board Meeting - June 1, 2003

Present: Nikhil Aziz, Robin Carton, Pam Chamberlain, Ty dePass (minutes), Becca Howes-Mischel (chair), Marc Miller, Abby Scher.

I. Approve minutes of April 2003 Board meeting

The April 2003 Minutes were unanimously approved.

II. Grant allocations

III. Hiring

Out of an initial 250 applications, 5 were chosen as possible candidates for interviews (one dropped out, leaving us with 4 applicants for initial interviews). After interviews, these 4 candidates were narrowed down to 2: Minda Hickey and Yafreisy Mejia. Our first choice is Yafreisy but if she turns down the offer would propose offering the job to Minda pending references. Minda’s references are currently pending.

The Board voted unanimously to approve the Hiring Committee’s proposal of hiring Yafreisy.

Both applicants were raised through RESIST’s network of grantees. The offer was made 6/2 and the start date is 7/1. The payscale is $34-$40,000, and Marc will contact Yafreisy and negotiate an offer of $35-$37,000.

IV. Potential new board members

The Board Development Committee interviewed 3 Board candidates:
- Cynthia Barger: As a fundraising consultant, she could potentially help develop fundraising materials for grantees.
- Kendra Hoyt: Kendra does youth-related organizing work and engaged with the last war around younger generation organizing.
- Regina Dyton: Regina has a history with RESIST activism through service and community engagement. Her focus is GLBT, AIDS, and health.

The Board voted to approve all candidates. They will be brought in at the August Board Meeting.

Carol will do a follow-up with candidates. Board mentorship will be done through local contacts with Pam, Mark, and Nikhil (pending).

V. Staff evaluations

There is basic agreement on the document (which will now be filed with the appropriate personnel files), with the following revisions:
- Discussion of Robin’s technical assistance role with a broader organizational question on the content, source, and scope of technical assistance (including the possibilities of a role for individual board members and a peer-group of grantee expertise via listserv).
- That guidelines for self-evaluation and mutual evaluation are developed with an eye toward diagnostics and team building.
- Clarify roles/ division of labor for new staffers.

VI. Staff raises or bonuses

The Board decided to award a $500 bonus to all staff members.

VII. Committee Reports

Staff: Carol distributed a report on her recent activities, upcoming Newsletter issues and an evaluation of the most recent funding appeals. There are around 65 grants for the August cycle. Robin is talking with the Boston Women’s Fund about co-sponsoring a technical-assistance seminar (one-day, Northeast wide?). Pam volunteered to present on cross-issue initiatives. Recent interns have been working to put together a technical assistance document which will be posted on the webpage when finished. On-going role in a Media Funders collaboration- Resist has one seat on the Steering Committee, which Board members are welcome to fill to represent Resist.

Board development: Need to assess any out-of-state needs in the candidate pool.

Fundraising: See Carol's report.

Finance: The audit is completed. The extraordinary staff effort in the production of this audit should be noted. In a post-Enron audit climate, rigor is increased, however, anti terror restrictions and harassment are not evident so far. The Quarterly financial narrative (January – April 2003) was presented. See enclosed Investment policy and financial management training are pending.

Grants: There are two new application forms proposed, one for multi-year and the other for emergency applications. The Board voted to approve both new grant application forms. Evaluation of the new application forms is underway.

VIII. Personnel Policy

There are two addendums: first, the committee should have at least 3 board members and second, evaluations may serve as the basis for job actions.

Adoption of the Personnel Policy with these amendments was unanimous.

IX. Program/Political Discussion

We discussed the idea of a vision statement, which would be a long term cross-issue analysis of movement building. The vision statement would help clarify RESIST’s analysis of the demands facing the movement as well as RESIST’s role in helping meet these demands. There also must be feedback from grantees on movement building demands and RESIST has a role in this.

We took a step back, and discussed how to move towards building a 'movement' versus building ‘movements’.

The idea of a retreat for the fall was discussed. A potential topic for in-depth discussion would be the sense of the political moment and what it means for our programs, i.e. what challenges it presents in the ways we do our work.

Possibly run a Newsletter piece by grantees on how to strategically work and think cross-issue, with emphasis on how to push your work (organizing with a view toward movement building)- pick the best, most sophisticated grantees.
The Grants Committee is thinking about ways of enabling grantees to get to existing opportunities for organizational development and regional networking. The issue of visibility for Resist was discussed in this context.

One possibility— at the National Organizer’s Alliance summit, convene a RESIST contingent with grantees. Another way to increase visibility is to go to naturally-occurring networks of organizing with grantees to convene RESIST gatherings and caucuses, thereby building off of existing structures.

Other topics discussed included: What is special about what RESIST brings? (We bring a network of grantees.) How can we best use our assets? How can we invigorate what we want to invigorate in political organizing?

We talked about the process of group thinking about the value of a mission statement. Our vision manifests in making funding decisions that respond to the need for social change. What does it mean for this vision to be a vision of opposition given that most social movements currently are conservative?

We talked about what it means to be a radical foundation when there is no liberal counterbalance, and a possible renewed importance of electoral politics.

Staff time could be used to do a presentation on a panel, writing about Resist programs, and pushing other foundations. One topic for a retreat could be: Is this the moment to do better, do more, or do differently?

We talked about the name ‘RESIST’, and what it takes to engage in long-term thinking beyond the political moment. What are RESIST’s assets and what is the best use of them? We are at the end of long-range planning process and our 5-year vision of the organization is obscure. To correct this, we need to develop a list of questions and consult with colleagues.

The next steps are as follows:
- To clarify that in many ways the discussion is going back to the beginning of the long-range process.
- Resist has been responding over the last two years to internal structural changes and considered grantmaking.
- To energize ourselves.
- To bring new people into the process.

The August discussion will center on planning a retreat and pushing this discussion further

Ty and Pam will bring lunch to the August Meeting.
Multi Year Grants

Renewal

1. Survivors, Inc. $3,000
95 Standard Street, Mattapan, MA 02126 Sandra Lyons 617-298-7311 masswelf@aol.com
Funding for year three of multi-year general support grant for a group that works to mobilize a welfare rights constituency to work toward more humane social policies.

Decision: Full X Partial No Undecided

Comments:

2. Texas Alliance for Human Needs $3,000
1016 East 12th Street, Austin, TX 78702-1056 Kerrin Lemieux 512/474-5019 www.txalliance.org
Funding for year two of multi-year general support of an organization dedicated to supporting low-income community organizing initiatives.

Decision: Full X Partial No Undecided

Comments:

Second Round

3. Contact Center $3,000
1227 Vine Street, Cincinnati, OH, 45210 Katy Heins 513/381-4242 contactcenter@overtherhine.org
Funding for second round of multi-year general support for an organization that provides leadership training, skill development and power analysis to low-income and moderate income people.

Decision: Full X Partial No Undecided

Comments:

4. Gateway Green Alliance Pending
P.O. Box 8094, St. Louis, MO 63156 Barb Chicherio 314/727-8554 chicherio@aol.com
Funding for second round of multi-year support for an organization working to bring attention to the interconnected issues of ecology, racism and war.

Decision: Full Partial No Undecided

Comments:
No references. Not a multi-year. No clear allegiances shown in communities of color, yet say that is area they are targeting. Need references from local communities of color.
New

5. Independent Media Center of Philadelphia $3,000
P.O. Box 42803, Philadelphia, PA 19101  Anthony Mazza  215/387-6155  www.phillyimc.org
Funding for multi-year general support for the Radio Volta Webcast Station, which provides political content form a leftist perspective.

Decision:  Full  X  Partial  ____  No  ____  Undecided

Comments:  ONE YEAR ONLY. Not clear when leadership will shift to grassroots folks in leadership positions. Mostly technology-oriented white leaders. Unclear where outreach exists to communities of color. Left content alone is not enough. They are beginning to partner with local Black radio station. Suggest come back next year for multi-year funding when they can demonstrate a shift in leadership.

Africa/Asia/International

6. Southeast Asian Freedom Network $3,000
c/o Khmer Girls in Action, 2338 East Anaheim Street, #201A, Long Beach, CA, 90804  Que Dang
562/856-2612  quedang@earthlink.net
Funding for general support of a coalition that mobilizes Southeast Asian communities across the country to oppose deportations and builds a new Southeast Asian youth movement.

Decision:  Full  X  Partial  ____  No  ____  Undecided

Comments:

Community Organizing/Anti-Racism

7. Citizen's Alert Pending
407 S. Dearborn, #1490, Chicago, IL, 60605  Harriet McCullough  312/663-5392  hmccullough@citizensalert.org
Funding for general operating costs for a police watchdog group that works to make law enforcement accountable to the communities they work in.

Decision:  Full  ____  Partial  ____  No  ____  Undecided

Comments: Need more information about how the organizing campaign will work. Ty will call.

8. Proyecto Hondureño $2,000
375 Broadway, #203, Chelsea, MA, 02150  Angel Meza  617/887-0535  honduproject@yahoo.com
Funding for general support of an organization that empowers Honduran immigrant communities to organize for more humane immigration policies and immigrant worker's rights.

Decision:  Full  ____  Partial  X  No  ____  Undecided

Comments: Organizational soundness is unclear. Tito has now left the organization.
9. Reclaiming our Origins Through Struggle (ROOTS) $1,500
3503B North Mississippi Ave, Portland, OR, 97227 Tomás Garduño 503/288-4021 www.rootspdx.org
Funding for a grassroots community group organizing for racial and economic justice.

Decision: Full ___ Partial ___ No ___ Undecided

Comments:
Not clear how much is rhetoric and where the strategy lies.

10. South Carolina Progressive Network $3,000
P.O. Box 8325, Columbia, SC, 29202 Brett Bursey 803/808-3384 www.scpronetcom; network@scpronet.com
Funding for general support of a multi-racial, multi-issue coalition that works to create a grassroots mechanism for affecting state public policy.

Decision: Full ___ Partial ___ No ___ Undecided

Comments:

Economic Justice

11. Policy Institute $3,000
P.O. Box 1362, Helena, MT, 59601 Travis McAdam 406/442-5506 travismc@mhrn.org
Funding for general support for a progressive policy think-tank that provides support and expertise for activist agendas organizing against corporate economics.

Decision: Full ___ Partial ___ No ___ Undecided

Comments:
Doing a lot without much money. Tax approach is important. Push to articulate collaborations more.

12. STARC Alliance: Students Transforming and Resisting Corporations $1,000
2732 SE Belmont Street, Portland, OR, 97214 Riva Pearson 503/235-0760 www.starcalliance.org
Funding for the STARC Summer Institute that trains young activists to organize against corporate control globally and on local campuses.

Decision: Full ___ Partial ___ No ___ Undecided

Comments:

13. United Action of Central Connecticut
77 Franklin Square, New Britain, CT, 06051 Hannah Roditi 860/286-8840 www.unitedaction.org
Funding to support a multi-racial faith and labor-based coalition to organize in immigrant communities in order to confront systemic racial and economic disparities in the region.

Decision: Full ___ Partial ___ No ___ Undecided

Comments:
Unclear of role of chapter. Proposal refers to whole organization. Not truly inter-faith-Christian faith-based organizing.
Environmental

14. Institute for Social Ecology- Biotechnology Project $2,000
1118 Maple Hill Rd, Plainfield, VT, 05667 Doyle Canning 802/454-7138 www.nerage.org/ www.gefreevt.org
Funding for general support for group connecting the fight against genetically engineered foods to the wider movement to confront corporate-driven globalization.

Decision: Full ___  Partial ___  No ___  Undecided

Comments:

Gay/Lesbian/Bisexual/Transgender

15. New York Association for Gender Rights Advocacy (NYAGRA) $1,500
24 West 25th St, 9th Fl, New York, NY, 10003 Pauline Park 212/675-3288 x266 www.nyagra.tripod.com
Funding for a community organizing project that will mobilize transgendered and gender-variant people to end discrimination and violence toward gender-non-conforming peoples.

Decision: Full ___  Partial ___  No ___  Undecided

Comments:
Have been previous splits in the organization- but this appears to have been beneficial. Pauline Park is a good organizer. Take a chance.

16. Safe Community and Schools Coalition $2,000
8 North Court, #307, Athens, OH, 45701 Emily Bush 740/592-7233 www.frognet.net/~scsc; scsc@frognet.net
Funding for general support for group which organizes to oppose homophobia in local schools and to provide support for g/l/b/t youth.

Decision: Full ___  Partial ___  No ___  Undecided

Comments:
Would be good to see more forward movement. Go beyond individual schools. Greater collaboration with other progressive groups that could be their allies. Expand their single issue approach. Send them a list of local contacts.

17. West Virginia Foundation for Equality $2,000
P.O. Box 11033, Charleston, WV, 25339 Mary Lee 304/344-3953
Funding for general support of an organization that organizes the LGBT community of West Virginia around issues that impact them.

Decision: Full ___  Partial ___  No ___  Undecided

Comments:
Mostly legislation.
Labor

18. Austin Tan Cerca de la Frontera (Austin so close to the Border)
1304 East 6th Street, #3, Austin, TX, 7802 Judith Rosenberg 512/474-2399 www.austintancerca.org
Funding for a delegation of Mexican American union workers and labor rights activists to meet with Mexican workers and develop cross-border solidarity organizing.

Decision: Full _____ Partial _____ No X___ Undecided
Comments:
Like the strategy of bringing low-income labor activists across the border to meet counter-parts. Mostly white leaders. Given cross border work- how will Latino/a leadership be developed in organization? Need to address this in next proposal.

P.O. Box 9662, Seattle, WA, 98109 Jacob Carton 206/441-4969 www.wsjwj.org/wsjwj@igc.org
Funding for the Worker Organizing Impacted by War campaign that connects US foreign militarism with domestic assaults on workers' rights.

Decision: Full _____ Partial X___ No _____ Undecided
Comments:
White staff. White dominated Board. Campaigns in communities of color.

Media/Culture

20. Arab American Anti-Discrimination Committee- NY (ADC-NY) Pending
26 West 17th St., #803, New York, NY, 10011 Jawad Salah 212/807-0995 www.adcnyc.org
Funding for a Media Guide with specific Palestine-Israel modules that will educate grassroots activists to organize against anti-Arab bias in mainstream media sources.

Decision: Full _____ Partial _____ No _____ Undecided
Comments:
Monica is primary representative at all events. Not listed in the budget. Budget does not seem to acknowledge all expenses/income. LGBT answer is a problem. All “wedge” issues have no answer. Fund contingent on clarification of budget. Send letter re: wedge issues.

Middle East

21. New York Solidarity Movement for a Free Palestine
c/o Muslim Women's Institute for Research & Dev., 33 Mount Hope Place, #7, New York, NY, 10453
Kamau Karl Franklin 718/960-2262 nysmfp@nomoreprisons.org
Funding to host two Palestinian community organizers as a step toward building alliances between social justice organizations in New York and Palestine.

Decision: Full _____ Partial _____ No X___ Undecided
Comments:
Ad hoc group of friends who want to work on the issue. No clear organizing or strategy for developing alliances.
Native Americans/Indigenous Peoples

22. Gedakina
1060171 South Road, Woodstock, VT, 05091  Stephanie Morgan  802/457-2644  www.gedakina.org
Funding for an education and outreach campaign that will build the capacity of a group organizing to strengthen the cultural knowledge and identity of Eastern First Nations Peoples.

Decision:  Full ____  Partial ____  No ____  X  Undecided
Comments:  Unclear goals, strategies.  No one knows them.

Peace/Anti-Militarism

23. Nebraskans for Peace
$1,500
941 O Street, #1026, Lincoln, NE, 68508  Susan Alleman  402/275-3630  www.nebraskansforpeace.org
Funding for general support for grassroots advocacy organization working nonviolently for peace with justice through community building, education and political action.

Decision:  Full ____  Partial  X  No ____  Undecided
Comments:  Need to rely on their donors more.  No diversity in funding.  Had big response to funding appeal last year- should use it as basis for building donors.

24. Peace and Justice Alliance of Central Washington
211 East 8th Street, Ellensburg, WA, 98926  Stefanie Wickstrom  509/962-9599  www.elltel.net/peacejustice
Funding for the Peace Café project that offers local peace and justice groups a centralized location for collaborative organizing.

Decision:  Full ____  Partial ____  No  X  Undecided
Comments:  Liberal college town.  No organizing.

25. Support Network for the Armed Forces (SNAFU)
39 West 14th Street, #206, New York, NY, 10011  Dee Knight  212/802-4459  www.join-snafu.org
Funding for general support of an organization that aids military personnel, their families, and potential recruits who question or oppose unjust wars and military aggression.

Decision:  Full ____  Partial ____  No  X  Undecided
Comments:  References a problem.
Prisoners

26. Committee on Prison Accountability (COPA) $3,000
P.O, Box 80243, Albuquerque, NM, 87198  Suzann Trout  505/254-2118 troutis@msn.com
Funding to strengthen the internal infrastructure of an organization that organizes families for systemic prison reform.

Decision:  Full  X  Partial  ____  No  ____  Undecided

Comments:

27. Prison Activist Resource Center $3,000
P.O. Box 339, Berkeley, CA, 94701  Trinh Le  510/893-4640 x109  www.prisonactivist.org
Funding for general support of an organization that seeks to address and counter the escalating prison-industrial complex.

Decision:  Full  X  Partial  ____  No  ____  Undecided

Women

28. Hermanas: Sisterhood in Central America and the Caribbean Pending
65 Lovers Lane, Princeton, NJ 08540  Jan Strout  609/924-1486 janstrout@msn.com
Funding for coalition working to enlarge the number and diversity of women working to end the blockade of Cuba and to forge an anti-racist, anti-imperialist women's movement in the US.

Decision:  Full  ____  Partial  ____  No  ____  Undecided

Comments:
Send to Grant Committee for more discussion

29. Religious Coalition for Reproductive Choice of Massachusetts $2,000
P.O. Box 1129 , Brookline, MA, 02446 Rosemary Candelario  617/522-2964 www.rcrofma.org
Funding for general support for a group which provides information and analysis for organizing around reproductive rights from a religious perspective.

Decision:  Full  ____  Partial  X  No  ____  Undecided

Comments:
All white except for staff person. Ask them to address how are planning to engage communities of color.

Youth

30. Latinos Unidos Siempre $3,000
3545 Portland Rd, NE, Salem, OR, 97303 Jose Sandoval  503/363-1895 latinosunidossiempre@yahoo.com
Funding for general support for Latino youth organization which seeks to challenge institutionalized racism, sexism and homophobia.

Decision:  Full  X  Partial  ____  No  ____  Undecided

Comments:
31. Malcolm X Grassroots Movement
388 Atlantic Ave, 3rd Fl, Brooklyn, NY, 11217 Monifa Akinwole Bandele 718/254-8800 mxgmny@hotmail.com
Funding for the Black August Hip Hop Project that uses hip-hop culture to build networks between African youth around domestic and international issues of economic and racial oppression.

Decision: Full ___ Partial ___ No ___ X Undecided
Comments:
Small, vigorous group of young people. Black Nationalist. Not a wide circle of influence. Have a role to play, but a problem in focus. The project seems to have the potential for access to significant funds.

32. Progressive South Asian Exchange Net (proXsa) $3,000
570 Fort Washington Ave, #75A, New York, NY, 10033 Ashwini Rao 212/928-1480 www.proxsa.org
Funding for the Youth Solidarity Summer that educates and organizes South Asian youth to mobilize around issues of social inequality.

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

33. Quilombo Collective NYC $2,000
c/o Brecht Forum, 122 West 27th St, 10th Fl, New York, NY, 10001 Chris Gheeron 347/623-3776 www.quilombonyc.org
Funding for the Quilombo Summer program, a radical summer education program that focuses on popular education and social justice organizing for working class youth of color.

Decision: Full ___ Partial ___ X ___ No ___ Undecided
Comments:
Small collective of educators of color. Young. Inexperienced. Not clear how their interpretation of Freire translates to practice.

Total Number of Requests 28 regular grants; 5 multi-year grants; 0 emergency grants; 0 loans; 38 not on agenda
Total Amount Requested: $98,350
Total Allocation for Cycle: $72,600
Total Grants: $41,500 regular grants; $9,000 multi-year grants; $0 emergency grants; 4 pending
Total Loans: $0
Total Allocated: $50,500 with 4 pending
Total # of Grants Allocated: 18 regular grants; 3 multi-year grants; 0 emergency grants; 4 pending
Total # of Loans Allocated: 0
Total # of Grants and Loans: 21; 4 pending
Pending Grants:
Gateway Green Alliance: $3,000
Citizen’s Alert: $3,000
Arab American Anti-Discrimination Committee- NYC $3,000
Hermanas: $3,000
NOT ON AGENDA

1. Alliance for Southern African Progress (ASAP)
1424 31st Avenue, #3R, Astoria, NY, 11106 Sean DeWitt 877/375-5778 www.asap-alliance.org
Funding for general support for an organization working to raise awareness within the United States about the struggle against illegitimate authority in Zimbabwe and to promote resistance among opposition leaders.
Reason: Do not list any domestic organizing partners. All organizing web-based. Analysis re: citizens of Zimbabwe, international NGOs and funders very tied to government/political centers in Zimbabwe.

2. Baltimore Hours
P.O. Box 39673, Baltimore, MD, 21212 Brad Johnson 410/935-0447 Baltimorehours@yahoo.com
Funding for a North American local currency conference that will bring together organizers to better solidify a local currency movement.
Reason: Poor answers about social/political vision. No coalition work.

3. BARK
P.O. Box 12065, Portland, OR, 97212 Sarah Wald 503/331-0374 www.bark-out.org; info@bark-out.org
Funding for an organization working to protect the Mt. Hood National Forest from corporate logging.
Reason: No broad vision. Many other environmental groups in the state.

4. Casa del Pueblo Cooperative
1498 Sunset Blvd., #2, Los Angeles, CA, 90026 Sam Vong 213/481-1986
samvong@eudoramail.com
Funding for a silk-screening project that will engage communities in self-sustaining economic projects.
Reason: No collaborations. Social service - no sense of how political organizing is incorporated. Unrealistic budget.

5. Center for Environmental Equity
610 SW Alder, #1021, Portland, OR, 97205 Larry Tuttle 503/221-1683 www.nevcrmi.ned.org; nevermind@earthlink.net
Funding for the Household Hazardous Waste Project that will remove hazardous waste from households impaired by age, mobility and mental acuity and educate them about available community services.
Reason: Service project. Removing hazardous waste as outreach to new communities is interesting but not organizing.

6. Citizens for the Preservation of Northbridge
P.O. Box 312, Whitinsville, MA 01588 Milton Pepin 508/234-5685 www.preservenorthbridge.com
Funding for general support of an organization educating their community about health, safety, and aesthetic issues to improve the local quality of life.
Reason: Very mainstream with no political vision. All white organization.

7. Common Roads
1300A North 3rd Street, Harrisburg, PA, 17102 Carol Reisinger 717/920-9534 www.commonroads.org
Funding to upgrade the website of a LGBT youth center that will enable them to collect data of school-based harassment and establish links to other social change organizations.
Reason: Proposal very oriented to service work. Raised $10,000 from the Republican Committee.
8. Continental Campaign to Counter Militarization

c/o Nonviolence International, P.O. Box 39127, Friendship Station NW, Washington, DC, 20016
Andres Thomas Conteris 202/232-1999 www.antimil.org/andres@antimil.org

Funding for general support of an organization working to build networks between North and South American communities to counter militarism.

**Reason:** Project $165,000 income with $45,00 already confirmed. Most of organizing is internationally based. No discussion of cross-issue organizing. No specifics on collaborations.

9. CURE- National Death Row Assistance Network

6 Tolman Road, Peaks Island, ME, 04108 Claudia Whitman 888/255-6196 www.ndran.org

Funding for general support of a new organization that helps death row defendants, prisoners and families gain access to legal, financial, and community support.

**Reason:** Already fund Federal CURE. Don't see collaboration with any national death penalty groups already doing this work. Do not make the case for the need for a new CURE.

10. Empty the Shelters- Atlanta

P.O. Box 6019, Atlanta, GA, 31107 Chloe Johnson 404/607-1551 etsatlanta.8m.net

Funding for the Summer of Social Action project that gives student activists an analysis of poverty and oppression.

**Reason:** Unclear whether ETS Philadelphia and Atlanta are separate organizations. No on-going organizing. No followup to summer program. Rejected similar proposals for same reasons.

11. Families to Amend California's Three Strikes (FACTS)- Orange County

P.O. Box 10504, Fullerton, CA, 92838 Sue Reams 949/595-7544 www.facts1.com/ocfacts@aol.com

Funding to develop public education materials for an organization working to amend California's Three-Strikes law to only apply to violent felonies.

**Reason:** Not clear a separate entity from statewide FACTS. Expect to raise $800,000. Come back if in ballpark.

12. Flying Focus Video Collective

3439 NE Sandy Blvd, PMB #248, Portland, OR, 97232 Dan Handelman 503/239-7456 www.rdrop.com/~ffvc

Funding for general support of a collective that produces videos for social change.

**Reason:** Not tied to any organizing campaigns.

13. H20 International Film Festival

114 West 114th St, Suite 3A, New York, NY, 10026 Martha Diaz 212/663-0305 www.h2ofilmfestival.org

Funding for H20 International Film Festival that offers filmmakers the opportunity to re-define images of Hip-Hop culture.

**Reason:** No organizing.

14. Iconomedia

P.O. Box 716, Austin, TX, 78767 Stefan Wray 512/441-9454 www.iconmedia.org/

Funding for a Military Documentation Project that will engage in public education about the weapons industry in Texas and the South.

**Reason:** New project. Rejected recently under another name. Really bad references. Only two people involved. Broke off from AFSC- TAO organizing project.

15. Immigrant Workers Resource Center

P.O. Box 442, Jamaica Plain, MA, 02130 Juana Hernandez 617/522-0614 immigrantworkers@aol.com

Funding for general support for organization that assists and enables immigrant workers to become leaders and organizers in their workplaces and communities.

**Reason:** Too big. Board decision in 2002 not to fund them again for a number of years.

16. Journal of Aesthetics and Protest
1. Funding for the second issue of the Journal of Aesthetics and Protest which discusses effective strategies towards liberatory culture.

Reason: No organizing. Send Media Funders Guide.

17. Just Focus
500 High Street, SE, Albuquerque, NM, 87102 Mary Ann Fiske 505/842-8288
Funding for the ABQ Peace Values Project and Ethics Brigade which are organizing around the interconnected issues of militarism, social and economic justice.

Reason: Unclear who the grantee is. There are already local groups that have been working on these issues long term like MY grantee Peace Action NM. No coalition work.

18. Know Theatre Tribe
1425 Sycamore Street, Cincinnati, OH, 45202 Jay B. Kalagayan 513/300-5669
Funding for general support of a theater collective that produces accessible cultural and contemporary theater.

Reason: No organizing. No political vision.

19. Massachusetts NARAL
41 Winter Street, Suite 65, Boston, MA, 02110 Melissa Kogut 617/556-8800 x12
www.massnal.org
Funding for the Jamaica Plain Emergency Contraception Access Campaign that seeks to increase the ability of women to access emergency contraception.


20. Mental Health Education Initiative
21 Church Street, Burlington, VT, 05401 Douglas McGarty 802/598-7157 dmcgarty@together.net
Funding for general support of an organization that works to increase public knowledge about mental/emotional disorders to decrease the stigma attached to individuals with these conditions.

Reason: Very single issue. Mostly service work: mural, art exhibit, library.

21. Mexicanos Juntos
4418 Locust Street, Philadelphia, PA, 19104 Peter Bloom 215/662-1227 mexjuntos@yahoo.com
Funding for the Open Borders project that teaches computer skills within an immigrant Latino community.

Reason: Service project. No leadership from Latino community.

22. National Forest Protection Alliance
P.O. Box 8264, Missoula, MT, 59807 Jeanette Russell 406/542-7565 www.forestadvocate.org
Funding for the Endangered Forests, Endangered Freedoms campaign and Forest Campaigner training that will bring conservation activists together with community organizers to strengthen the forest protection movement.

Reason: Too big. $200,000 in income for 2002.

23. Native American Youth Enrichment Program
Funding for the First Annual NAYEP Community Gathering Celebration that will bring together Boston's Native community.

Reason: No organizing. Apolitical camp. Phillip Brooks House can access Harvard money.

24. New Economy, Working Solutions (NEWS)
613 4th Street, #204, Santa Rosa, CA, 95406 Martin Bennett 707/939-8933 www.livingwagesonoma.org
Funding to build a living wage coalition for Sonoma County that will develop a sustainable alliance...
between labor-community activists.

**Reason:** Claim labor on board as diversity- don't identify if conservative or progressive labor. Unclear connections to communities in the area. Not strong application. Materials only in English. Very high expectations- going from $12,500 in 2002 to $120,000 in 2003.

25. **Northwest Environmental Justice Center**
P.O. Box 1121, Fall Creek, OR, 97438  Christopher Wise  541/741-0998  www.envirojustice.tk/neje@resist.ca Funding for general support of an organization that educates and organizes disadvantaged communities around environmental issues that confront their communities.

**Reason:** Two person group just starting out. There are already groups in the area doing this work. Leadership not coming out of the same communities they are organizing.

26. **Not in Our Name- Atlanta**
3292 Covington Highway, Avondale Estates, Atlanta, GA, 30002  Sara Giordana  404/215-4548  www.notinourname.net/atlanta Funding for general support of an organization opposing the current administration's policies of militarism and attacks on civil liberties.

**Reason:** Description of work is mostly national's not that of the chapter. Unclear how the chapters are separate from the national organization.

27. **Oglala Commemoration**

**Reason:** No organizational history. No followup. No specifics on organizing.

28. **Ohio Fair Schools Campaign**
94 Columbus Road, Athens, OH, 45701  Debbie Phillips  740/592-2866  www.ohiofairschools.org Funding for general support of a coalition of faith-based and grassroots community organizers working to improve public education opportunities for communities in Ohio.

**Reason:** Very mainstream. Mostly parental education. No racial/ economic analysis of work.

29. **Paloma House**
78 Main Street, #401, Northampton, MA, 01060  Gail Kielson  413/586-3926 Funding for general support of an organization that seeks to provide free and low cost therapy to women and children who have been victims of family and/or societal violence.

**Reason:** Social Service

30. **Project Hope to Abolish the Death Penalty**
P.O. Box 1362, Lanett, AL, 36863  Esther Brown  334/499-0003  www.phadp.org Funding for Creepin Death's Youth Outreach Program to help troubled youth avoid prison.

**Reason:** Mainstream and service approach. Problematic application.

31. **San Francisco Tenants Union**
558 Capp Street, San Francisco, CA, 94110  Ted Gullickson  415/282-6543  www.sftu.org/ ted@sftu.org Funding for the eighth edition of the *Tenants Rights Handbook* that gives San Francisco tenants information about their rights.

**Reason:** Does not go beyond helping individuals. No collective organizing. Membership does not reflect San Francisco population.
32. **Sapphica**  
P.O. Box 140428, Brooklyn, NY, 11214  
Stephanie Adams  917/952-7578  
www.sapphica.com  
Funding for general support of a new online lesbian community.  
**Reason:**  Not organizing.  Project a budget of $148,000 but no income.

33. **Somerville United Against Racism**  
7 St. James Avenue, Somerville, MA, 02144  
Alex Pirie  617/776-8898  
ibis6@rcn.com  
Funding for a voter education and registration drive to empower the immigrant community for better city representation.  
**Reason:**  No organizing beyond voter registration.  Only organizing service agencies.

34. **St. Louis Area Jobs with Justice**  
2725 Clifton Avenue, St. Louis, MO, 63139  
Lara Granich  314/644-0466  
www.stl-jwj.org  
Funding for general support of a coalition of economic and social justice organizations that builds power for the working poor in the St. Louis area.  
**Reason:**  Just turned them down recently.  Many discrepancies in the application about what actions they take ownership of.  Big salary gap between organizer and director is problematic.

35. **Texas Globalization Education Fund**  
410 West Riverside Drive, #203, Austin, TX, 78704  
Jere Locke  512/472-1771  
www.texasfairtrade.org  
Funding for the Globalization Basics Workshop Project that educates and organizes activists in Texas around the impact of corporate globalization on local communities.  
**Reason:**  Not exciting or original material.  Other groups do this in more cutting edge way.  No followup organizing after workshop.  Rather fund Texas Fair Trade Alliance.

36. **The People United**  
3706 36th Street, Mt. Rainier, MD, 20712  
Jeff Winder  301/779-3359  
www.thepeopleunited.org  
Funding to create a website that will provide internet support for the development of locally based networks of progressive activists in Virginia and North Carolina.  
**Reason:**  There are other organizations doing this work.  Very new.  Do not make a case for why this group is unique.

37. **Urban Gardens Resources of Worcester**  
P.O. Box 225, Worcester, MA, 01613  
Matt Feinstein  508/799-9139  
www.recworcester.org  
Funding to run youth program based on sustainable agriculture.  
**Reason:**  Not organizing.  Limited political vision.

38. **Wisconsin Apprentice Organizers Project**  
1202 Williamson Street, Lower Level, Madison, WI, 53703  
Julie Anderson  608/251-4548  
wisaop@earthlink.net  
Funding for general support of an organization which seeks to serve as a network for training and supporting a new diverse community of progressive organizers in Wisconsin.  
**Reason:**  New organization.  Do not demonstrate a broad vision in their application.  No ties to youth.  Come back when more developed.
Finance Narrative to accompany the
Resist Balance Sheet and Board Report (1/1/03-4/30/03):

Big Picture: refer to Balance Sheet- A

Assets:

Total assets are down in comparison to YTD 2002 about $5,000. All categories of assets except Investment Assets are higher than FY02.

-Selling the majority of our Domini holdings has greatly reduced the difference in asset value.

4 Month Income and Expense levels: refer to Board Report- B

Revenue:

2003 Y-T-D revenue is about $60,545 above 2002Y-T-D ($232,530 vs. $171,985) (see page one). The largest factor in this increase is the $62,000 from the two bequests that appear in Special Contributions.

This increase is most significantly influenced by the following two factors: 1) the largest factor in this increase is the $62,000 from the two bequests that appear in Special Contributions and 2) Prospect Mailing Contributions are up $15,000 due to changes in the mailing date.

Expenses:

Total expenses 2003 Y-T-D are about $4,339 above 2002 Y-T-D.

-All categories of expenses are below 2003 budget and 2002 expenses except Prospect Mailing costs, which reflect a change in the timing of bills.

The combined $60,545 increase in income and the $4,339 increase in expenses result in the $56,205 difference between 2003 Y-T-D and 2002 Y-T-D.
RESIST, Inc.
Balance Sheet
As of April 30, 2003

Printed On: May 27, 2003

ASSETS

<table>
<thead>
<tr>
<th>CURRENT ASSETS</th>
<th>THIS PERIOD</th>
<th>THIS PERIOD LAST YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Cash</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11035 GENERAL CASH-CAMB. TRUST</td>
<td>$2,000.00</td>
<td>14,479.59</td>
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<tr>
<td>11037 GENERAL CASH - WAINWRIGHT B</td>
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<td>11050 PETTY CASH</td>
<td>50.00</td>
<td>50.00</td>
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<tr>
<td>OPERATING FUND-SCHWAB</td>
<td>27,737.80</td>
<td>32,921.06</td>
</tr>
<tr>
<td>Total Cash</td>
<td>185,139.29</td>
<td>150,966.35</td>
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</tbody>
</table>

Investments

| 11231 RESIST LOAN FUND | 0.00 | 3,000.00 |
| 11245 HOLMES MEMORIAL FUND | 0.00 | 100.00 |
| 11400 CASH TRANSFER | 0.00 | 494.18 |
| 14000 INVESTMENTS/STOCKS | 365.75 | 326.97 |
| 15000 STOCK VALUE GAIN/LOSS | <319.55> | <136.81> |
| 11045 CALVERT INVESTMENT BOND FND | <65.56> | 0.00 |
| 11046 CALVERT INVESTMENT MGD GROWTH | 4,043.85 | 4,543.54 |
| INVESTMENT FUND-SCHWAB | 94,907.68 | 147,754.34 |
| RESIST LOAN FUND-SCHWAB | 14,034.52 | 13,894.15 |
| RESIST ENDOWMENT-SCHWAB | 80,918.72 | 72,145.45 |
| COHEN MEM FUND-SCHWAB | 6,862.16 | 8,647.43 |
| HOLMES MEM FUND-SCHWAB | 11,699.26 | 14,443.05 |
| Total Investments | 212,446.83 | 265,212.30 |

TOTAL CURRENT ASSETS | 397,586.12 | 416,178.65 |

OTHER ASSETS

| 16220 PRE-PAID INSURANCE | 315.37 | 263.37 |
| 16225 PRE-PAID EXPENSES-OTHER | 12,478.64 | 2,585.26 |
| 16230 INVENTORY- T-SHIRTS | 1,754.75 | 2,405.99 |
| 16240 ACCOUNTS RECEIVABLE | 4,622.99 | 0.00 |
| 16250 DEPOSITS | 2,230.00 | 2,230.00 |
| TOTAL OTHER ASSETS | 23,401.75 | 7,484.62 |

FIXED ASSETS

| 18000 IMPROVEMENTS | 15,064.68 | 15,064.68 |
| 18100 DEPRECIATION | <9,368.18> | <4,911.11> |
| 19000 OFFICE FURN./EQUIPMENT | 34,283.49 | 32,496.54 |
| 19100 ACCUMULATED DEPRECIATION | <28,725.40> | <28,725.40> |
| TOTAL FIXED ASSETS | 11,254.59 | 13,924.71 |

TOTAL ASSETS | $432,242.46 | 437,587.98 |

Unaudited
RESIST, Inc.
Balance Sheet
As of April 30, 2003

LIABILITIES AND CAPITAL

<table>
<thead>
<tr>
<th></th>
<th>THIS PERIOD</th>
<th>THIS PERIOD LAST YEAR</th>
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</thead>
<tbody>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
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<tr>
<td>20100 ACCOUNTS PAYABLE</td>
<td>$&lt;6,246.00&gt;</td>
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<td>20500 GRANTS PAYABLE</td>
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<td>EMPLOYMENT TAX</td>
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<td>7,649.16</td>
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<td>21085 ACCRUED VACATION</td>
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<td>10,342.92</td>
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<td>29000 SECURITY DEPOSITS HELD</td>
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<td>1,500.00</td>
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<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
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<td><strong>LONG-TERM LIABILITIES</strong></td>
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<td><strong>TOTAL LONG-TERM LIABILITIES</strong></td>
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<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
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<td>58,492.08</td>
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<tr>
<td><strong>CAPITAL</strong></td>
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<tr>
<td>29501 Fund Balance: Cohen Endmt</td>
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<tr>
<td>29502 Fund Balance: Resist Endm</td>
<td>50,754.03</td>
<td>50,754.03</td>
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<tr>
<td>29600 FUND BALANCE- GENERAL</td>
<td>283,737.46</td>
<td>358,113.43</td>
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<tr>
<td><strong>CURRENT EQUITY</strong></td>
<td>17,364.16</td>
<td>&lt;39,532.35&gt;</td>
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<tr>
<td><strong>TOTAL CAPITAL</strong></td>
<td>361,878.27</td>
<td>379,357.73</td>
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<tr>
<td><strong>TOTAL LIABILITIES &amp; CAPITAL</strong></td>
<td>$432,817.79</td>
<td>437,849.81</td>
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Unaudited
RESIST, Inc.
Balance Sheet
As of April 30, 2003
Subsidiary Ledger

### BREAKDOWN BY ACCOUNT

#### OPERATING ACCT

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
<th>Amount 1</th>
<th>Amount 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>10100</td>
<td>SCHWAB OPERATING FUND</td>
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<tr>
<td>10199</td>
<td>SCHWAB 1 - OPERATING</td>
<td>26,543.90</td>
<td>32,921.06</td>
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<tr>
<td><strong>TOTAL OPERATING-SCHWAB</strong></td>
<td><strong>27,737.80</strong></td>
<td><strong>32,921.06</strong></td>
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#### INVESTMENT ACCT

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
<th>Amount 1</th>
<th>Amount 2</th>
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<tbody>
<tr>
<td>14000</td>
<td>INVESTMENTS/STOCKS</td>
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<tr>
<td>15000</td>
<td>STOCK VALUE GAIN/LOSS</td>
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<td>&lt;136.81&gt;</td>
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<tr>
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<td>CITIZEN'S INDEX - INVESTMENT</td>
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<td>5,139.18</td>
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<tr>
<td>10295</td>
<td>WOMEN'S EQUITY - INVESTMENT</td>
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<td>30,644.48</td>
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<tr>
<td>10296</td>
<td>DOMINI SOC EQUITY - INVESTME</td>
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<td>92,905.07</td>
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<tr>
<td>10297</td>
<td>CALVERT BALANCED FUND-INVS</td>
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<td>8,751.48</td>
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<td>10298</td>
<td>CALVERT BOND FND - INVESTME</td>
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<td>9,146.42</td>
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<td>SCHWAB 1 - INVESTMENT</td>
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<tr>
<td>11045</td>
<td>CALVERT INVS1MT BOND FND</td>
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<td>0.00</td>
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<tr>
<td>11046</td>
<td>CALVERT INVS1MT MGD GRTH</td>
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<td>4,543.54</td>
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<td><strong>TOTAL INVSTMNT FND</strong></td>
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<td><strong>152,488.04</strong></td>
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#### RESIST LOAN FUND

<table>
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<tr>
<th>Account</th>
<th>Description</th>
<th>Amount 1</th>
<th>Amount 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>10399</td>
<td>SCHWAB 1 - LOAN FUND</td>
<td>14,034.52</td>
<td>13,894.15</td>
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<tr>
<td><strong>TOTAL RESIST LOAN FND-SCHWAB</strong></td>
<td><strong>14,034.52</strong></td>
<td><strong>13,894.15</strong></td>
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#### RESIST ENDOWMENT

<table>
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<tr>
<th>Account</th>
<th>Description</th>
<th>Amount 1</th>
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</thead>
<tbody>
<tr>
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<td>SCHWAB 1 - ENDOWMENT</td>
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<td><strong>72,145.45</strong></td>
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#### COHEN MEMORIAL FUND

<table>
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<th>Account</th>
<th>Description</th>
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<th>Amount 2</th>
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<tbody>
<tr>
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#### HOLMES MEMORIAL FUND

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
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<tbody>
<tr>
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<td>DOMINI SOC EQUITY - HOLMES</td>
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<td>14,388.46</td>
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<td>10699</td>
<td>SCHWAB 1 - HOLMES</td>
<td>255.67</td>
<td>54.59</td>
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<td><strong>TOTAL HOLMES FUND-SCHWAB</strong></td>
<td><strong>11,699.26</strong></td>
<td><strong>14,443.05</strong></td>
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**TOTAL BY ACCOUNT**

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<th>Amount 1</th>
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</thead>
<tbody>
<tr>
<td>240,184.63</td>
<td>294,539.18</td>
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</table>

### BREAKDOWN BY INVESTMENT

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount 1</th>
<th>Amount 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Citizen's Index</td>
<td>4,104.43</td>
<td>5,139.18</td>
</tr>
<tr>
<td>Neuberger Berman</td>
<td>11,768.59</td>
<td>13,110.78</td>
</tr>
<tr>
<td>Women's Equity</td>
<td>27,094.12</td>
<td>30,644.48</td>
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<tr>
<td>Domini Social Equity</td>
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<tr>
<td>Stocks</td>
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<td>Uninvested</td>
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<td>7.03</td>
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**TOTAL BY INVESTMENT**

<table>
<thead>
<tr>
<th>Amount 1</th>
<th>Amount 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>240,184.63</td>
<td>294,539.18</td>
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</table>

Unaudited
# RESIST, Inc.
## Board Report
## For the Four Months Ending April 30, 2003

**Printed On:** May 27, 2003

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Internal Mailings</td>
<td>122,587.11</td>
<td>114,166.64</td>
<td>127,289.78</td>
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<tr>
<td>Prospect Mailings</td>
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<td>15,833.32</td>
<td>3,983.00</td>
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<tr>
<td>Special Contributions</td>
<td>80,237.55</td>
<td>81,666.68</td>
<td>44,082.28</td>
</tr>
<tr>
<td>Investments</td>
<td>9,984.28</td>
<td>&lt;5,833.36&gt;</td>
<td>&lt;5,032.36&gt;</td>
</tr>
<tr>
<td>Other</td>
<td>1,067.20</td>
<td>1,216.64</td>
<td>1,662.07</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>232,530.14</td>
<td>207,049.92</td>
<td>171,984.77</td>
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</tbody>
</table>

## Expenses

### Fundraising

<table>
<thead>
<tr>
<th></th>
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</thead>
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<td>Internal Mailing Costs</td>
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<td>6,866.68</td>
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<td>Prospect Mailing Costs</td>
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<td>2,341.39</td>
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<tr>
<td>Other Fundraising Costs</td>
<td>206.85</td>
<td>606.64</td>
<td>316.08</td>
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<td><strong>Subtotal</strong></td>
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<td>23,473.36</td>
<td>6,921.85</td>
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### Program

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<tr>
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</thead>
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<td>Newsletter</td>
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<td>Website</td>
<td>318.81</td>
<td>233.32</td>
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<td><strong>Subtotal</strong></td>
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### Other

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## Total Expenses

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## Total Income (Loss)

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*Unaudited*
RESIST, Inc.
Board Report
For the Four Months Ending April 30, 2003

Printed On: May 27, 2003

SUBSIDIARY SCHEDULE

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Unaudited
### Internal Mailing Costs

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### Prospect Mailing Costs

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### Other Fundraising Costs

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### Grants

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### Grants Program

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### Website

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## RESIST, Inc.
### Board Report
#### For the Four Months Ending April 30, 2003

*Printed On: May 27, 2003*

### SUBSIDIARY SCHEDULE

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*Unaudited*
March 30, 2003

To: Board of Directors
From: Carol
RE: Staff report for the Board meeting

While you are meeting, I’ll be sipping Gatorade from sticky Dixie Cups in lovely Vermont. Since I cannot present my report in person, I’m providing a few charts and explanations to update you on my work.

Fundraising

March 2003 Prospect Mailing:
   It’s still a bit early to close the books on this one, but I have enough evidence to offer an overview. This mailing was sent to about 40,000 people using five lists: Dollars & Sense, Highlander Center, the Progressive, Union of Concerned Scientists, and Z Magazine. In addition, we sent the test package to our own lapsed donors. The attached sheet provides a breakdown of returns. This performed at about a 1% return—a little lower than I’d hoped but within the expectations for prospecting.
   Half of each list was sent the old package (the control) and half the new package. Overall, the test did about as well as the control—better for some lists, worse for others. The average gift was lower than previous mailings, which may be due to the economy or may be due to the lower initial gift amount on the reply card. That may be the test for the next mailing we do.
   The next Prospect mailing will likely be sent in September or October. Fall mailings generally perform better than those sent in the spring or summer.

House Appeals/ABC:
   The March 2003 House appeal to our donors performed at about a 8.7% return, with an average gift of $45.00. That’s about standard.
   The June House Appeal is waiting for the conclusion of this meeting to go to the printers so that we can include the grants through June 2003. I received bids from different mailhouses and will use Royco for this mailing (they fulfilled the March 2003 Prospect for us).

Planned Giving:
   I have obtained several sample brochures and a workbook, “Planned Giving for the One Person Development Office.” I hope to develop a sample brochure by July and a more complete version for outreach in the Fall.
Newsletter/Web Site

May/June Newsletter:

After consulting with the Communications Committee, I combined May and June this year, mostly to allow more space for anti-war coverage and to fit a difficult timeline. This issue has been well received and used for outreach.

July Newsletter:

The Board asked this issue to focus on dissent. At present I am expecting the following articles:

Chip Berlet/Pam Chamberlain (PRA): Analysis of Executive Orders and other mechanisms for squelching dissent and intimidating folks. Also sending a resource list.

Pepi Leistyna: overview of some grassroots resistance to impingements on civil liberties, including librarians and municipalities that refuse to cooperate.

API-FORCE and Khmer Girls in Action (grantees) will write about their experience organizing in immigrant communities faced with threats of detention and other intimidating factors.

Jeff Perlstein (Media Alliance) will discuss the pending FCC deregulation of media, allowing even more media conglomerations.

Possible reprints: depending on what actually arrives on Monday and Tuesday, I may reprint a couple of pieces as well.

August Newsletter:

I was thinking we might take up the AIDS issue that was originally scheduled for May. Nothing has been solicited at this time.

Web Site:

All the Newsletters are up-to-date (through May/June) on the site. The Job posting has been removed. Links to Anti-War resources appear on the homepage. The internal site is up-to-date.

Miscellaneous Other Stuff

- Worked with the Hiring Committee to review more than 250 resumes
- Worked with the Board Development Committee to recruit members
- Designed and published several ads in colleagues event books
- Sent out about 50 information packets
- Successfully ignored my filing for another month
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<th>List</th>
<th>Qty Mailed</th>
<th># Returned</th>
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STAFF EVALUATION, APRIL 2003

Covering roughly the past 12 months, the staff, Hank, and Marc (with initial participation by Abby) have prepared an evaluation of the three staff members.

In early March, each staff member completed a self-evaluation and an evaluation of each of the other two staff people.

On March 26, the Personnel Committee met informally and Marc met with the staff to move ahead with the staff evaluation process and to clarify that process. The discussions covered the process and the goals for this year’s evaluation. It did not address future evaluations. As a result, we came up with some informal guidelines for the process.

Purpose/Goals of the Evaluation:
1. To improve the functioning of RESIST as an organization and as a place to work
2. To provide support to each staff member
3. To help RESIST identify staff-related problems early on
4. To complement to other forums (e.g., board/staff “lunches”) for maintaining good staff/non-staff board member relations.

The Process:

1. To begin the process, each staff member wrote a self-evaluation and each member prepared peer evaluations of the two other staff members. They shared these with one another before sending them to Hank and Marc.

2. All board members were invited write an evaluation of any staff member between March 26 and April 16 and to submit it to Hank or Marc, or to make suggestions about the evaluation. None were received.

3. Hank and Marc met with each staff member to discuss her written self-evaluations and those her peers prepared. These meetings took place on April 16. Marc and each staff member attended in person, Hank by phone. Each interview lasted 20-30 minutes. With the written self and peer evaluations as background, the questions/topics for the interview are:
   - How are things going? (all)
   - How can things be better? (all)
   - Other specific points raised in the written self- and peer evaluations (different for each interview)

While the interview with Becca covered roughly the same points, it was briefer. Most questions she would have been asked are more appropriate for an exit interview (e.g., how do you think your job should change in the next year?).

4. Hank and Marc had planned to jointly prepare a written evaluation of each staff member, which would be shared with that staff member, followed by a discussion and revision as Hank and Marc felt was appropriate. Hank and Marc then planned to report the results of the evaluation to the Board at the June meeting, with the staff Board members not present. This evaluation was to be presented in general terms, including
any proposed revisions to the job description, proposed actions to be taken, or proposed
to changes in RESIST procedures or policies. If a staff member were dissatisfied with his
or her evaluation, she would have been able to ask the Board to revise or reject the
evaluation. Then the evaluation would go into the Personnel Committee files.

HOWEVER, after the interviews, it seemed more appropriate to submit the following
short evaluation to the board, still with the staff not present, with recommendations for
RESIST to consider. When the non-staff board is ready, staff can join the discussion of
the evaluations and recommendations.

The Evaluation:

Hank and Marc agree that all three staff members have done an excellent job in the last
year. The quality of the work is high. They understand their tasks and how to do them.
They facilitate meetings well. They are highly responsible, as shown by the quantity of
work each person does. They collaborate effectively and support one another. In sum,
the office functions very well.

It is important to note that the self-evaluations, while submitted in March, were prepared
over several months. Issues were raised reflecting concerns from earlier in the year, and
the staff were unanimous that the concerns had lessened in recent months.

That said, from the written evaluations and the follow-up interviews, we recommend that
RESIST think about and address a number of issues.

1. It was a hard year for the staff, resulting largely from communication problems
between the staff and non-staff board members. For parts of 2002, the level of
miscommunication and mistrust was so high that RESIST was not a pleasant place to
work. This has changed considerably for the better in recent months. Staff report
supportive, collegial relations with non-staff board members as the norm lately.

2. All staff members reported a high level of stress resulting from the quantity of work to
be done.

3. All staff members reported difficulty dealing with board requests. It is not always clear
how to prioritize requests, how to balance their urgency against tasks staff members
already have, or how much time the tasks will entail. Non-staff board members are not
always clear why they make requests or how they use the information staff supplies.
Right now, this is not a big issue. It was several months ago.

3. While staff might appreciate opportunities RESIST affords to develop new skills, it is
difficult to find time to take courses or otherwise take advantage of RESIST's
commitment to professional development.

4. While staff might appreciate the employee benefits RESIST offers, particularly
vacation time, it can be difficult to find time to take advantage of these benefits.
Sometimes, staff use up comp time to cover parts of a vacation, leaving some of the
vacation time unused.

5. Each staff member serves on several committees. While this is not necessarily too
large a burden in itself, the staff members sometimes take on responsibilities assigned
to committee chairs (e.g., scheduling meetings, setting agendas) and they may also end
up doing a large part of the "non-thinking" committee work (i.e., the tasks that get done
outside meeting times).

6. Staff receive annual cost-of-living raises, but there is no system for raises or bonuses
based on merit or seniority.
Issues Specific to One Staff Member:

1. The level of stress/overwork seemed especially serious for Carol. Consultants might help, particularly consultants who could take responsibility for a significant block of work, such as Carol’s role in editing, guiding, and designing one or two entire issues of the newsletter. Alternatively, the new staff member might do this.

2. Over time, Robin has given more attention to providing technical assistance to grant applicants, particularly in the form of referrals for rejectees. For example, she may suggest other sources for funding. Also, T.A. can leverage our grants. She values this part of her work.

3. Becca’s job evolved over time based on the unexpectedly high level of skills she brought to the job. Eventually, her job became that of “utility infielder.” This job title came on fairly quickly, when she had to take over for Robin during Robin’s maternity leave.

Steps for RESIST to Take:

1. Increase the sensitivity by non-staff board members about what it entails when they make requests of the staff. Support the staff in “pushing back” when information is requested, to ensure that all understand and agree with priorities, need, timing, impact on other work, etc. When needed, the Executive Committee can be called upon to help balance conflicting needs.

2. RESIST should reaffirm the “job description” of committee chairs and do better at following up on that commitment OR revise the job description.

3. Review the number of committees on which each staff member serves. Review the role of staff members on those committees.

4. The lessening of tension is welcome, but RESIST has to remain aware of the potential for miscommunication and mistrust and continue taking steps to prevent its becoming high again. The memory of several painful months remains and will persist for quite a long time.

5. Some of the staff’s busiest times come according to a set schedule (e.g., newsletter deadlines, preparation of the grants for board meetings, the annual audit). All board members need to be cognizant of this, and the board as a whole should consider ways to help prepare for busy times, prevent too many deadlines arriving at the same time, and show patience in what we expect of our staff. Staff should make the other board members aware of what times in the annual schedule are especially busy.

6. RESIST should consider creating a schedule of annual raises based on seniority as well as cost of living. RESIST should consider a more formal policy for deciding bonuses.

7. The board as a whole should be aware of the T.A. Robin gives to applicants, affirm the value we place in it, and consider including this in her job description and addressing its impact on the balance of staff tasks.

8. Becca’s exit interview should take place ASAP because it could affect the hiring process and the new person’s job description.

9. The board should consider a raise or bonus for the staff at this time.