Board Meeting Minutes, 4. April 2004

April 4, 2004

In Attendance: Carol Schachet, Cynthia Bargar, Marc Miller, Payal Parekh (minutes), Robin Carton, Yafreisy Mejia, Zach Baker (intern)

Note: Given only six Board members were in attendance, there was not a quorum. As a result, there was no official business that could be conducted other than grant allocations.

1. Reflection on grants allocation
   - Carol felt energy was a bit low due to so many board members missing.
   - Marc reflected that this often happens after retreats.

2. Communication committee report back
   - Abby, Carol, Payal met 17. March.
   The committee would like feedback on the following:
     - e-newsletters that you receive: What do you like, what don't you.
     - since e-newsletter would be more work, thinking of cutting back on number of RESIST print newsletters (e-newsletter would not replace print)
   - Cynthia like ones that look nice on her screen (in color, formatted, can click on link to full article)
   - Marc mentioned that computer gurus tell him that html is bad, straight text is preferred; like that it is possible to add journalists; - likes Institute for Southern Studies e-newsletter: Combination of short pieces about what they are doing as well as their allies and one longer op/ed piece. For the shorter pieces, one clicks on a link for more information, the longer op-ed piece is included in full at the end of the e-newsletter.

   **Clarification points from Carol** - We will not get rid of paper, but increase circulation (people we reach); have a feed to webpage so folks can donate; use for fundraising (similar to Grassroots international)
   - Marc: An e-newsletter would make it easier for people to give us input on our work: suggestions of groups to fund, etc.
   - Carol: Some donors are asking to not get newsletter we ask 14 times right now for money and some folks complain about the mail. Downside is that with less mailing, there are less envelopes for people to send cash
   - **Time/Money Issues** Carol's time is an issue, startup time for e-newsletter. To effectively put out the e-newsletter, then we need fewer paper newsletters. Robert Morrison (web guy) is working on some e-management lists - they have minimal fee or are free; people go on-line themselves to register. Carol will find out more about it. Currently we have 6000 donors, only 100 names. We may want to look at from the viewpoint of reduction of cost.
   - Carol - Newsletter has been considered a program - political education - we still do, but less frequently. e-newsletter is active.
3. Advisory Board Reportback
   • Re: Changing nature of the advisory board - discussed for a long time; at retreat it was
     mentioned to try to involve them more. Hank has sent a letter with minutes of retreat.
   • Hank has drafted a letter to board of advisors to discuss how to get them more involved. We do
     not have to discuss now - not everyone here. No time pressure for now. Feedback on letter
     would be helpful.

4. Board/Staff lunch: Couple of board members (any) get together with staff informally to target
   problems that may be arising.
   • Pam and Marc being doing it since a long time - valuable (1 every 1-2 months).
   • Issues: Carol works very hard - pressure around getting things done; Carol/Robin have been
     here long time; Perhaps some tasks should be reshuffled; They will keep track of who is doing
     what.
   • Committee chairs should do their job. Perhaps no board member chairs more than one
     committee. They should call the meetings and make sure minutes get out to the folks. Board
     development will review how the committees are working.
   • For staff/board lunches, Marc suggests that more board members get involved - rotate so that
     each board member has two lunches in a row. That way, there is one new person and one
     person from the previous lunch. Sometime in May Payal and either Pam or Marc will meet
     with the staff. Carol and Robin like the idea of getting to get to know all of the board members
     in this informal setting. Also, different folks bring out different issues.

5. Staff Report
   • Yafreisy: Carol is dropping prospect mail at the end of May.

6. Personnel
   • Marc: Defer discussion about raise for Yafreisy and raise policy, as Hank not present and he
     would like to discuss. Will discuss at June meeting.

7. Fundraising
   • Carol: Cynthia wrote a great article in RESIST newsletter that was used for the March
     fundraising appeal - There has been a great response. Next house appeal will be dropped in
     June.
   • Prospect mailing- new package will be tested - fundraising consultant has designed. Will go
     out to 40K persons, ½ gets old, ½ gets new. Trying larger donor lists along with tried and true
     lists. Will evaluate the effectiveness of the various lists and the new package.
   • Cynthia and Marc have looked at the letters. Want to send out 1st of May.

8. Finance
   • Robin: Working with new bookkeeper - very good. Our numbers slightly off due to conversion
     of programs from Peachtree to QuickBooks, but working on rectifying the problem.
   • Last year in March we got $ 62,000 in a bequest. We projected the same amount of income this
     year, but we are behind by $ 34,000. We will have to see if we can make up the money
     otherwise we may have to change amount of money given out at 6 month mark in the year.
   • We have » $350K in assets, but the Board has a political policy of spending $20,000 over
     income until reach a point of approximately$180K. This is to ensure that more money is
     available for program funding.
   • Audit almost finished. Robin sent the draft to the Financial Committee; Bound copy to be sent
     soon.
9. TA

- TA will meet soon- Becca is the new chair.
- Note from Marc: Executive Committee felt that work of chairing committees should be shared among Board members. If possible, no board member should chair two committees. Now that Becca is chairing TA, Board Development could use a new chair.

10. Grants

- Robin: - Contemplating proposal to convert all grants to only general support, but committee has not met yet, will try to bring proposal to June meeting.
- Kay requested three hole punch paper and binders, Robin priced it out. It will cost $45 dollars for notebooks, extra $600 for paper. Need to figure out how many people this is an issue for. Board development committee will discuss this issue and report back with suggestions.
### Resist Board Meetings
#### 2004

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Multi-Year

Renewal

1. Alaska Women's Environmental Network
   750 West Second Avenue, Suite 200, Anchorage, AK 99501
   Ann Loyd 907/339-3904
   Funding for year two of multi year general support for a program which seeks to create networking opportunities and leadership training programs to promote rural, Native, and urban women's leadership in Alaskan conservation efforts.

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

2. Peace Action New Mexico
   226 Fiesta Street, Santa Fe, NM 87501
   Peggy Prince 505/989-4812
   Funding for year three of multi-year general support for peace organization which engages in local organizing opposing military build up and intervention in conjunction with national and international social justice campaigns.

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

New

3. Cascadia Wildlands Project
   P.O. Box 10455, Eugene, OR 97440
   James Johnston 541/434-1463
   Funding for multi-year general support for a group that organizes communities to challenge reckless resource extraction on public lands and to take action against destructive land management in their area.

   Decision: Full  x  Partial  ____  No  ____  Undecided  ____  Defer  ____
   Comments:
   Good consistent work.

4. Vermont Workers' Center
   P.O. Box 883, Montpelier, VT 05601
   James Haslam 802/229-0009
   Funding for multi-year general support for a workers rights group organizing for economic justice, including livable wages, affordable health care and humane workplaces.

   Decision: Full  x  Partial  ____  No  ____  Undecided  ____  Defer  ____
   Comments:
   Good consistent work. Terriffic application.
Regular

Community Organizing/ Anti-Racism

5. **El Foro Latino**
   P.O. Box 8946, Mammoth Lakes, CA 93546  Rhea Byer- Ettinger  760/924-5998
   Funding for a community-based organization that works on social and economic justice issues that affect the Latino community of Mono County.

   Decision: Full ______ Partial _____ No _____ Undecided _____ Defer ______
   Comments: Some questions about who is in leadership. Seem to have a high level of service-related work. Appear to be in and of the community. First year in operation.

6. **Grassroots Empowerment Alliance of Rome (GEAR)**
   P.O. Box 772, 1 South Broad Street, Rome, GA 30162  Janice Morrissey  706/235-5134
   Funding for general support for organization that builds grassroots leadership and self-determination in Rome's low-income, disenfranchised neighborhoods.

   Decision: Full ______ Partial _____ No _____ Undecided _____ Defer ______
   Comments: Questions about sociology model, but seem to be taking organizing from classroom to community. Impressive references.

7. **GrassRoots Organizing Workshop - New England (GROW)**
   PO Box 235, Troy, VT 05868  Sha'an Mouliert  802/744-2760
   Funding for a gathering to enhance the skills of organizers and to make connections among many important peace, justice, and environmental issues in northern New England.

   Decision: Full ______ Partial _____ No _____ Undecided _____ Defer ______
   Comments: Not impressive. Seems to be a one shot deal. Not clear what they will accomplish.

8. **Human Dignity Coalition**
   P.O. Box 6084, Bend, OR 97708  Jenni Peskin  541/385-3320
   Funding for general support for coalition which seeks to address issues of racism, sexism and homophobia in Central Oregon.

   Decision: Full _____ Partial _____ No _____ Undecided _____ Defer _____
   Comments: Kitchen table activism and conversation cafes are catchy ideas. Hard work in a potentially tough area.

9. **Institute for MultiRacial Justice**
   522 Valencia Street, San Francisco, CA 94110  Elizabeth Martinez  415/701-9502
   Funding for general support for a resource center that aims to help build alliances for social justice between communities of color, and resolve the conflicts that may arise between them.

   Decision: Full ______ Partial _____ No _____ Undecided _____ Defer ______
   Comments: Is it organizing or support for organizers. Do great work.
10. Rights for All People $3,000
901 West 14th Avenue, #7, Denver, CO 80204 Lisa Duran 303/623-3464
Funding for general support for an immigrant-led group organizing to achieve justice, dignity and human rights for immigrants in Colorado.

Decision: Full x Partial No Undecided Defer

Comments:
Conservative state. One of the biggest immigrant destinations in the country. Remind them to document how expect to achieve budget increases- especially when a significant change (e.g. $14,000 - $122,000)

11. Tennessee Alliance for Progress (TAP)
PO Box 60338, Nashville, TN 37206 Nell Levin 615/226-8070
Funding for progressive groups to meet and chart a five to ten year strategy plan for social and economic justice organizing in Tennessee.

Decision: Full Partial No x Undecided Defer

Comments:
Come back when more formed.

Economic Justice

12. ACORN - Delaware
408 East 8th Street, Wilmington, DE 19801 Nicole Vansant 302/656-3699
Funding for the "Heat Squad," a group of low- and moderate- income community members to use non-violence to physically block utility shut-offs that result from the abusive practices of Connectiv, the only utility provider in northern Delaware.

Decision: Full Partial No x Undecided Defer

Comments:
No one knows them. Idea is interesting- but unclear who is developing the plan. Using a boiler plate ACORN template.

13. ACORN - Prince George's County
3404 Kenilworth Avenue, Hyattsville, MD 20781 Jessica Lehman 301/699-8000
Funding for the Tenant Rights Organizing Project which works with primarily Black and Latino communities to oppose slum housing conditions and support tenant's rights.

Decision: Full Partial No x Undecided Defer

Comments:
No one knows them. Boiler plate ACORN template.

14. Coalition for Ethical Welfare Reform $2,000
459 Vienna Street, San Francisco, CA 94124 Dolores Williams 415/239-0161
Funding for an organization that organizes welfare recipients and their allies to make permanent changes in the welfare system as part of a larger struggle against poverty and injustice.

Decision: Full Partial x No Undecided Defer

Comments:
15. Eugene-Springfield Solidarity Network $3,000
P.O. Box 10272, Eugene, OR 97440 Hope Marston 541/736-9041
Funding for a campaign that builds support for worker issues in order to establish community standards that promote good jobs.

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

16. Fuerza Unida $3,000
710 New Laredo Highway, San Antonio, TX 78211 Petra Mata 210/927-2294
Funding for the publication of a quarterly bilingual newsletter which will highlight the effects of global neoliberal policies on the local community.

Decision: Full ___x___ Partial _____ No _____ Undecided _____ Defer _____
Comments: General support.

17. National Welfare Engine $2,000
1237 SE Linn #10, Portland, OR 97202 Jamie Drakos 503/233-4120
Funding to share information and strategies between Economic Justice Organizations in order to highlight the importance of economic justice issues and to increase the voter turnout of low-income families.

Decision: Full ______ Partial ___x___ No _____ Undecided _____ Defer _____
Comments: Coordinate grassroots groups. With in coalition with think tanks.

18. Tejiendo Alternativas Sin Fronteras/Weaving Alternatives Across Borders

c/o Coalition for Justice in the Maquiladoras, 4207 Willow Brook, San Antonio, TX 78228
Martha Ojeda 210/732-8957
Funding for general support for a new network of grassroots organizations along the US/Mexico border and indigenous communities in Chiapas who have come together to build relationships to strengthen their organizing, make links between local problems and national and international economic systems and advance proposals for alternatives to neo-liberalism.

Decision: Full ______ Partial ___x___ No _____ Undecided _____ Defer _____
Comments: Not clear how much work is in the U.S. Not clear how separate they are from the Coalition for Justice in the Maquiladoras. Border Action network thought they were still in formation- not an organization yet. Come back when more fully formed and address issues above.

Environmental

19. Colorado People's Environmental and Economic Network (COPEEN) $3,000
2332 East 46th Avenue, Denver, CO 80216-3914 Ellen Salvador 303/292-1236
Funding for the Fair Transportation for Northeast Denver Project to fight a proposal to build an elevated toll road that would lay a disproportionate environmental burden on low-income communities of color in that area.

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

Health/AIDS/Disability

20. Center for Community Access, Inc
51 West Hancock, Fourth Floor, Detroit, MI 48201  Michael Paul  313/832-4783
Funding for general support for cross-disability organization that seeks to make Detroit fully accessible to persons with disabilities, including housing, transportation, and public accommodations.

Decision: Full______ Partial ____ No ___x__ Undecided _____ Defer ______
Comments:
Poor application. No clear organizing. [Have a larger discussion about reproductive rights and disability activism in the future.]

Labor

21. Latino Union of Chicago $1,500
1619 W. 19th Street, Chicago, IL 60608  Alexandra Gonzalez  312/491-9044
Funding for an organization which challenges the exploitation and abuse of non-unionized immigrant day laborers through political action and the creation of a democratic Worker's Center.

Decision: Full______ Partial ___x___ No _____ Undecided _____ Defer ______
Comments:
Lots of big foundation dollars. Not clear how they can successfully start a competitive day laborer agency and pay a living wage

22. Working Massachusetts $1,000
145 Tremont Street, #202, Boston, MA 02111  Matt Borus  617/482-4471
Funding for general support for an organization that builds connections between the labor and anti-poverty movements to defend the economic safety net for low and moderate income people.

Decision: Full______ Partial ___x___ No _____ Undecided _____ Defer ______
Comments:
Some concerns about leadership. Seem to be coming back and making connections.

Middle East

23. Palestine Media Watch $3,000
P.O. Box 628, Southeastern, PA 19399  Ahmed Bouzid  610/993-0608
Funding for general support to continue promoting fair and informative US media coverage of the Palestine-Israel conflict.

Decision: Full__x__ Partial ____ No _____ Undecided _____ Defer ______
Comments:
Proposal is poor, but issue is important. Foundation funding is a wish list. References were quite good.
Peace/Anti-Militarism

**24. Another World Is Possible Organizing Committee**
c/c AFSC, Main Street, Box 19, Montpelier, VT 05602 Joseph Gainza 802/229-2340
Funding for a four day conference, "Another World is Possible," which will bring together grassroots activists working on a wide range of social justice issues to strategize on collaboration and coordination.

Decision: Full ______ Partial ______ No _____ Undecided ______ Defer ______
Comments: Doesn’t seem new or fresh. Some concerns about what will come out of the conferences. Come back for next steps. Seem like groups are already working together.

**25. Eugene PeaceWorks** $2,000
454 Willamette St., #205, Eugene, OR 97401 Phil Weaver 541/343-8548
Funding for the Committee for Countering Military Recruitment educates youth in communities of color and rural schools about the realities of military service and their non-military career options.

Decision: Full ______ Partial ______ No _____ Undecided ______ Defer ______
Comments: Important issue at this time. More links and connections than in the past.

**26. San Diego Military Counseling Project (SDMCP)** $3,000
PO Box 15307, San Diego, CA 92175 Michelle Raymond 619/293-7836
Funding for general support to organization which works to assist military service members in saying no to war, refusing war related assignments and seeking discharge.

Decision: Full ______ Partial ______ No _____ Undecided ______ Defer ______
Comments: Just 2 people. Work plan is not clear.

**27. Stop the War Machine**
324 Richmond Dr. SE, Albuquerque, NM 87106 Bob Anderson 505/858-0882
Funding for a group that formed after 9-11 to resist U.S. war efforts by educating and organizing the community to oppose the military industrial complex located in their community.

Decision: Full ______ Partial ______ No ______ Undecided ______ Defer ______
Comments: Important issue.

**28. US Campaign to Free Mordechai Vanunu** $2,000
P.O. Box 43384, Tucson, AZ 85733 Felice Cohen-Joppa 520/323-8697
Funding for general support for group which challenges the proliferation of nuclear weapons within the U.S. and its allies, and to secure the release of Mordechai Vanunu, imprisoned for blowing the whistle on Israel's undeclared nuclear weapons arsenal.

Decision: Full ______ Partial ______ No ______ Undecided ______ Defer ______
Comments: Important issue.
29. Western New York Peace Center  $825
2123 Bailey Avenue, Buffalo, NY 14211  Colin Eager  716/894-2013
Funding for new director to attend the Midwest Academy direct action organizing and strategic planning training course to build organizational capacity.

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

Prisoners

30. Advocates Coalition for Reform of Orleans Parish Prison  $1,500
c/o Hope House, 916 St. Andrew Street, New Orleans, LA 70130  Don Everard  504/525-2561
Funding for staff salary for organization that seeks to engage the local community in prison reform issues, particularly in regard to the abusive treatment of inmates held at the Orleans Parish Prison.

Decision: Full  _____  Partial  x  No  _____  Undecided  _____  Defer  _____
Comments:
Not a great proposal. But hard issues in an important area.

31. Campaign to End the Death Penalty- National Office  $1,500
P.O. Box 25730, Chicago, IL 60625  Alice Kim  773/955-4841
Funding for general support for an organization working to build public awareness and opposition to the death penalty.

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

32. Lynne Stewart Defense Committee  $3,000
351 Broadway #300, New York, NY 10013  Pat Levasseur  212/625-9696
Funding for an organization raising awareness about the chilling effect of the USA Patriot Act on lawyers who represent political or unpopular defendants as a result of the federal indictment of criminal defense attorney Lynne Stewart.

Decision: Full  x  Partial  _____  No  _____  Undecided  _____  Defer  _____
Comments:
Youth

33. Jewish Youth for Community Action (JYCA)  $1,500
1611 Telegraph Ave., Oakland, CA 94612  Ariel Luckey  510/763-5875
Funding for general support for program created and led by Jewish youth to work toward progressive social change.

Decision: Full ______  Partial ______  No ______  Undecided ______  Defer ______
Comments:
Letter written by parent of a member. Middle class. Making connections across issues. Great references.

34. Providence Youth-Student Movement (PrYSM)  $3,000
54 Robin Street, 2nd Flr., Providence, RI 02908  Kohei Ishihara  401/226-3207
Funding for organization of Southeast Asian youth working for racial and economic justice, including a campaign to stop the deportation of Cambodian Americans.

Decision: Full ______  Partial ______  No ______  Undecided ______  Defer ______
Comments:
Ken Hale Tribute Grant

From Grant Committee:

Worcester Homeless Action Committee  $2,000
P.O. Box 30125, Worcester, MA 01603  Dave McMahon  508/799-9389  www.worcesterhomeless.org
Funding for general support for organization working to increase city-wide awareness about and a response to the critical shortage of housing for low-income communities.

Decision: Full ______  Partial ______  No ______  Undecided ______  Defer ______
Comments:
Seem to have made progress. Good diversity on Board and members.

Total Number of Grants: 31 regular grants; 4 multi-year grants; 0 emergency grants; 0 loans; 21 not on agenda
Total Amount Requested: $100,785
Total Allocation for Cycle: $77,000
Total Grants: $50,825 regular grants; $12,000 multi-year grants; $0 emergency
Total Loans: $0
Total Allocated: $62,825
Total # of Grants Allocated: 23 regular grants; 4 multi-year grants; 0 emergency
Total # of Loans: 0
Total # of Grants and Loans: 27

Ken Hale Tribute Grant: PrYSM
Not on Agenda

1. Annie Appleseed Project
245 Canterbury Circle, Palm Beach Gardens, FL 33418 Ann Fonfa 561/626-3768
Funding for general support for organization that provides information on alternative therapies for people with cancer and their families.
Reason: No organizing. Not eligible for a multi-year (which requested)

2. Association for Union Democracy
500 State Street, Brooklyn, NY 11225 Carl Biers 718/564-1114
Funding for the Longshore Workers Democracy Project, which seeks to democratize the International Longshoreman's Association and end long-time discrimination.
Reason: Long history of funding the Women's Project - AUD the fiscal sponsor. They didn't receive the third year of multi-year grant in 8/03 since ceased operation. The Longshore Workers project is not separate like the Women's Project. AUD budget is too big at $180,000.

3. Breakdown Book Collective & Community Space
1409 Ogden Street, Denver, CO 80218 Ellen Salvador 303/832-7952
Funding for general support for organization that seeks to support the progressive community by providing meeting space for social justice groups and non-mainstream media.
Reason: Is a bookstore with meeting space. No organizing itself. Not clear how much organizing it facilitates. List of collaborations is small and does not include many progressive organizations in Denver. Talk about race and class - but evidence of struggle around the issue relates mostly to films and lectures. Bulk of income is from textbook sales. $8,275 shortfall if remove in-kind income in 2003. Same problem with 2004 budget.

4. Cleveland Peace Action
10916 Magnolia Drive, Cleveland, OH 44106 Chantal Dothey 216/231-4345
Funding for the local arm of the Campaign for a New Foreign Policy, which promotes alternatives to war and cooperation with the world community.
Reason: No positions on reproductive rights or glbt rights. Links are only to traditional white peace and justice groups.

5. Ecological Democracy Institute of North America
180 Chestnut Street, Bloomsburg, PA 17815 Frank Lindenfeld 570/784-7384
Funding for general support for organization that promotes living wage jobs through the implementation of worker cooperatives and co-op networks.
Reason: Mostly do research, produce newsletter and go to conferences. Work with "dollars and sense" was in 1998.

6. Human Rights Research Fund
800 Village Walk #209, Guilford, CT 06437 Kathleen Cleaver 203/458-8810
Funding for a working gathering of the group's advisory committee at Yale University, which will include a public forum on the PATRIOT Act.
Reason: Mostly research and law school conferences. No real organizing. No clear this group more than its two directors. Advisory Committee has big names who should be able to draw funds for them. Conference cost is $30,000- over $11,000 in personnel costs.

7. Indiana University Gay/Lesbian/Bisexual/Transgender Student Support
705 East Seventh Street, Bloomington, IN 47408 Doug Bauder 812/855-4252
Funding for the Sexual Minority Youth in the Heartland Conference, which will educate those who serve youth on issues that glbt youth, especially those of color, experience.
Reason: One time conference. Mostly service oriented. No organizing. University based group with access to university funds. Conference to cost $57,000- almost half in personnel costs.
8. Indigenous Network on Economies & Trade
714 207 West Hastings, V6B 1H7, Vancouver, BC Nicole Schabus 604/785-5806
Funding for general support for an organization that works with indigenous peoples across North America advocating for indigenous rights and raising awareness about how free trade agreements undermine those rights.
Reason: Proposal was incomplete. Located outside the U.S.

9. Kateri NorthWest Ministry Institute
330 E Boone Ave., Spokane, WA 99202 Tom Colgan S.J. 509/324-6305
Funding for general support for an organization whose mission is to empower Native Americans to assume leadership positions in their communities and to affirm their cultural and spiritual identity.
Reason: Not organizing. No real political analysis. Model like "self help" group. Has $188,000 of assets and use the interest to fund the program. Staff are white.

10. Michigan Coalition for Human Rights
71 E. Edsel Ford, Detroit, MI 48202 Charles Rooney 313/874-2624
Funding for "What's the Big Idea" a project aimed at motivating discussion among activists and encouraging political action.
Reason: Project seems disconnected from the constituency. No outcomes outlined. Not involving outside groups of people. Mostly teach-ins without action. No position on women's rights. No activist references. Note have a hard time reaching African American community- but also claim almost 50% of members are African American- not clear why the disparity.

11. National Organization for Lesbians of Size (NOLOSE)
Avenue U, Ste. 1239, New York, NY 11229 Cristy Cardinal 718/622-7631
Funding for a national conference for an organization that works to end the oppression of fat people and create a vibrant fat queer community and culture.
Reason: No organizing. Conference is more of a self-empowerment gathering rather than developing a coordinated effort to effect systemic change.

12. Next Generation
1741 Lincoln Avenue, #6, San Rafael, CA 94901 Roni Krouzman 415/455-9498
Funding for an emergency grant to host a forum featuring prominent and dynamic speakers on the crisis in Haiti that will educate attendees and mobilize them to take action.
Reason: This group has no prior involvement with issues on Haiti or crossover with Haitian activists. The project is not connected to other Haitian initiatives. There are no ongoing plans to work on this issue. Seems mostly a way to get media for the group rather than a true dedication to the crisis in Haiti.

13. Northwest Resistance Against Genetic Engineering
P.O. Box 15289, Portland, OR 97293 James Feldmann 503/239-6841
Funding for a GE Free Farmer Tour with Percy Schmeiser, a Canadian Canola farmer who is being sued by Monsanto for growing genetically engineered seed without a license.
Reason: Haven't gotten a commitment from Percy Schmeiser to participate. Vaguely answer question #10. No links to larger environmental activist community in Oregon.

14. Portland Drum Collective
c/o Carrie Anderson 2105 SE. Taylor Street, Portland, OR 97214 Catherine Anderson 503/235-4986
Funding for general support to buy equipment for an organization that provides music for public protests.
Reason: No organizing. Only 9 people.
15. Robin & John Productions
P.O. Box 210606, San Francisco, CA 94121  John Grimes  415/221-5042
Funding for the distribution of "Something About W' a documentary about the first term of the Bush Administration, exploring the implications and ironies of it's radical foreign and domestic policies.
**Reason:** Not connected to ongoing campaigns. No history of other similar projects and/or of impact. Two people, no board. Diversity sheet is incomplete.

16. Rural Empowerment Association for Community Help
1912 W. Wards Bridge Road, Warsaw, NC 28398  Dothula Baron-Hall  910/296-1180
Funding for general support for community organization that works to identify and train new leaders to combat racial and economic imbalances in Duplin County.
**Reason:** Social service-oriented organization. Most collaborations are with service agencies.

17. Sisters Together Ending Poverty
2 South Bolton St., Marlboro, MA 01752  Lisa Richards  508/303-9960
Funding for the "March to Abolish Poverty" which will help keep the needs and economic plight of women and children at the fore of the political landscape during the next few months.
**Reason:** 2003 budget too big at $151,000. Proposing to give money to Working Mass. in '04. The planning up to the conference seems unorganized. Don't seem to be the group to pull this together.

18. Truth Force Training Center
1384 Stratford Ave., Bronx, NY 10472  Chris Vaeth  917/687-0431
Funding for general support for an organization that offers training and support to grassroots organizers in the philosophy and methods of nonviolent action.
**Reason:** Good political analysis. Where are the collaborations with the groups already doing the work in New York (e.g. Malcolm X, DRUM. Quilombo Collective, Make the Road by Walking, CAAV etc.)? Seem to be reinventing the wheel.

19. Veteran Feminists of America
220 Doucet Rd. #225 D, Lafayette, LA 70503  Bonnie Howard  337/278-3389
Funding for "The Equal Pay and Job Opportunities Conference" to commemorate 40 years of Title VII of the Civil Right Act of 1964, and to strategize on achieving equal pay and job opportunities for women.
**Reason:** No organizing. No clear plans after conference. Did not discuss what happened after their '02 conference

20. Whose Street? Our Street!
1203 Vine Street, Cincinnati, OH 45202  Pamela Elliot  513/365-1493
Funding for general support to promote economic justice in Over-the-Rhine neighborhood through community involvement in development and activist projects.
**Reason:** New group. Not clear that residents are taking the lead. Goals are service oriented. Come back with better defined organizing project.

21. Women for a Better World
P.O. Box 1113, Occidental, CA 95465  Stephanie Hiller  707/874-1744
Funding to provide women in Afghanistan with information about the health consequences resulting from civilian exposure to radioactive weapons used by the US during the war
**Reason:** Questions about who wrote the grant if Women for a Better World or their fiscal conduit. Are not linking issues of Afghan women and US foreign policies. Some what social service.
Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/04-4/30/04):

Note: This is the second attempt to use the Quickbooks report features. Unfortunately, we are still working out a number of kinks. We hope to have things up and running cleanly for the next set of Financial Statements.

Big Picture:
(refer to Balance Sheet- A)

Assets:

Current total assets are approximately $96,000 less than FY03. This is accounted for as follows:
- Expenses over income in 2003 account for approximately $33,000
- FY04 grant expenditures are up approximately $25,000
- FY04 income is down approximately $32,500

Stock Assets are essentially the same as FY03.

4 Month Income and Expense levels (Month End April 30, 2004) (FY 2004 compared to Budget: refer to Board Report - B):

Revenue:

2004 Y-T-D revenue is down about $14,000 in comparison to Y-T-D budget figures ($194,830 v $208,827). This difference in relation to the budget is made up of the following factors:

Losses: Total: $32,152
- Internal Mailing Contributions are down about $4,808.
  - Pledge Income is down $3,200
  - Newsletter Income is down $6,325
- Foundation contributions are down about $9,940
- Prospect Income is down $12,687

Gains: Total: $15,795
- ABC Income is up $4,700
- Unsolicited Contributions are up $10,205
- Stock Contributions are up about $920

*N.B.  Newsletter, Pledge and Prospect Income drops result from changes in the timing of mailings and in the recording of contributions. The prospect mailing was dropped in May of 04 as opposed to March of 03.
Unsolicited contributions are down reflecting the receipt of a $60,000 bequest in 03. It was partially offset by a $30,000 bequest in 04.
Expenses:

Total expenses 2004 Y-T-D are about $26,230 over budget.

Costs are below 2003 Y-T-D in the following areas:

**Savings Total: $9,450**

- Prospect mailing costs are down about $1,200 attributable to the reduction in consultant time and the change in timing of the mail drop from February 2003 to May 2004.
- ABC costs are about $2,600 less, but this reflects timing of the recent mail drop
- Pledge mailing costs are down $600 reflecting timing of bills
- Personnel Costs are down about $2,500
- Misc. expenses are down about $1,750
- Board expenses are down about $800

Costs are above 2002 Y-T-D in the following area:

**Additional Expenses Total: $37,000**

- General and Administrative costs are up about $5,000
- Grants are up about $32,000 reflecting a greater number of applications for the April 04 cycle and inclusion of several FY03 grants that needed to be re-issued

The combined $14,000 loss in income and the $26,230 increase in expenses result in the $40,230 difference in net income between 2004 Y-T-D and the FY04 Budget.
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<th>ASSETS</th>
<th>Apr 30, 04</th>
<th>Apr 30, 03</th>
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<td><strong>Current Assets</strong></td>
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<td>1450 · Prepaid expenses</td>
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<td><strong>Total Other Assets</strong></td>
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<td><strong>TOTAL ASSETS</strong></td>
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<td><strong>431,290.62</strong></td>
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<tr>
<td><strong>LIABILITIES &amp; EQUITY</strong></td>
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<tr>
<td><strong>Liabilities</strong></td>
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<td>Current Liabilities</td>
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<td><strong>Total Accounts Payable</strong></td>
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<td><strong>78,720.91</strong></td>
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<tr>
<td><strong>Total Liabilities</strong></td>
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<td><strong>78,720.91</strong></td>
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<td><strong>TOTAL LIABILITIES &amp; EQUITY</strong></td>
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<td>Jan - Apr 04</td>
<td>Y-T-D Budget</td>
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<td>-----------------------------</td>
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<tr>
<td><strong>Income</strong></td>
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<td>113,670</td>
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<td>Prospecting</td>
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<td>14,928</td>
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<tr>
<td>Other Revenue</td>
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<td>572</td>
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<tr>
<td>Special contributions</td>
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<td>78,823</td>
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<td>Investment Income</td>
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<td>Unrealized gain (loss)</td>
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<td>58,748</td>
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<td>Misc expenses</td>
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<td>2,609</td>
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<td><strong>Net Ordinary Income</strong></td>
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<td>(8,447)</td>
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### April 2004

#### RESIST, INC.

#### Profit and Loss

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<tr>
<th></th>
<th>Apr 04</th>
<th>Jan - Apr 04</th>
<th>YTD Budget</th>
<th>Annual Budget</th>
<th>Jan - Apr 03</th>
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<td><strong>Income</strong></td>
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<tr>
<td>Internal Mailings</td>
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<td>Pledges</td>
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<td>T-shirt sales</td>
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<td>Calvert Bond</td>
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<td>(168)</td>
<td>(2,640)</td>
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<td>Neuberger Berman</td>
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<td>(163)</td>
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<td>Calvert Bond</td>
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### April 2004

#### RESIST, INC.

**Profit and Loss**

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<th>Jan - Apr 03</th>
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### RESIST, INC.
#### Profit and Loss

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<th>Jan - Apr 04</th>
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<th>Annual Budget</th>
<th>Jan - Apr 03</th>
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<td>0</td>
<td>0</td>
<td>82</td>
<td>250</td>
<td>4.70</td>
</tr>
<tr>
<td><strong>Misc expenses</strong></td>
<td>137</td>
<td>863</td>
<td>2,609</td>
<td>7,800</td>
<td>509</td>
</tr>
<tr>
<td><strong>Board Expense</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Copying</td>
<td>481</td>
<td>861</td>
<td>1,000</td>
<td>3,000</td>
<td>738.75</td>
</tr>
<tr>
<td>Postage</td>
<td>34</td>
<td>94</td>
<td>500</td>
<td>1,500</td>
<td>283.98</td>
</tr>
<tr>
<td>Travel</td>
<td>0</td>
<td>723</td>
<td>1,000</td>
<td>3,000</td>
<td>2.00</td>
</tr>
<tr>
<td>Food</td>
<td>0</td>
<td>492</td>
<td>500</td>
<td>1,500</td>
<td>132.27</td>
</tr>
<tr>
<td>Outreach</td>
<td>0</td>
<td>0</td>
<td>32</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>62</td>
<td>62</td>
<td></td>
<td>1,500</td>
<td></td>
</tr>
<tr>
<td><strong>Total Board Expense</strong></td>
<td>576</td>
<td>2,231</td>
<td>3,032</td>
<td>10,600</td>
<td>1,157</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td>108,790</td>
<td>243,534</td>
<td>217,274</td>
<td>698,844</td>
<td>223,845</td>
</tr>
<tr>
<td><strong>Net Ordinary Income</strong></td>
<td>(75,646)</td>
<td>(48,704)</td>
<td>(8,447)</td>
<td>(22,844)</td>
<td>3,506</td>
</tr>
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</table>
TOP NEED: SECOND FOOD PERSON FOR APRIL BOARD MEETING.

Next EC meeting: Wednesday, May 5, 3:30 p.m.

1. BOARD DEVELOPMENT (CAROL, BECCA, MARC, CYNTHIA)
Advisory Board: BDC has drafted a letter to review addressed to the Board of Directors and Board of Advisors on the role of the BOA, including a possible summer meeting of both groups. Suggests a range of possible functions and ask for feedback on what members consider realistic levels of participation. The letter (after feedback from the April Meeting) will be sent out to the BOA with the minutes from that meeting. Marc will send the draft to Hank (who was in China during the drafting) ASAP.

HANK will send Retreat minutes, with an informal cover note, to the advisors now.

BDC will prepare/lead a 45-minute political discussion at the April board meeting, returning to this practice now that Retreat/LRPC is completed. Topic: progressive campaigns around the political conventions, the Presidential race, etc. Hank will lead and get input beforehand from others who have been involved locally (e.g., Carol, Payal, Nikhil)

The E.C. referred to the Grants Committee for consideration the BDC's Grant Packet Proposal: to facilitate discussion and ease potential work overload, the BDC recommended new policy: For Grant Allocation meetings with 30 or more applications to review, Board members would read the entire set of application, concentrating on reading in depth applications as follows:
* Members with last names beginning A-L: Read odd numbers
* Members with last names beginning M-Z: Read even numbers

Kay submitted by email other ideas for facilitating grants decision making. EC felt that numbering every page would be burdensome on staff. The other suggestions sent to the grants committee for consideration: supply a 3-ring binder to each board member (one-time investment), provide materials on 3-hole paper, use dividers, clearly mark cover page with grant number.

Robin was asked to research the price of some of these suggestions for consideration. Here's what she reported (the next day, so these aren't really part of the minutes, of course):

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Per Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Binders</td>
<td>$15.35</td>
<td>$230.25</td>
</tr>
<tr>
<td>Paper</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plain</td>
<td>$0.05</td>
<td>$367.50</td>
</tr>
<tr>
<td>Three hole punch</td>
<td>$0.06</td>
<td>$441.00</td>
</tr>
<tr>
<td>Difference per cycle</td>
<td>$73.50</td>
<td>$441.00</td>
</tr>
<tr>
<td>Total Cost, 6 cycles</td>
<td></td>
<td>$671.25</td>
</tr>
</tbody>
</table>

2. FUNDRAISING (KAY, CAROL, WEC)
Didn't formally meet, but Carol has consulted with various members by phone.
New pledge letter being developed and will then be field tested, likely in May.
Retreat-related items on future agenda: to consider fundraising aspect of adding an e-newsletter, planned giving brochure

3. FINANCE (PAM, ROBIN, NIKHIL, YAFREISY, WANDA TAI)
Audit nearing end, moving to last stage = reconciliation. First audit with new bookkeeper and data system. Report will come to board meeting.
Wanda Tai, experienced in finance, joined committee (non-board member committee member)
4. GRANTS (ROBIN, YAFREISY, KAY, KENDRA, LEILA)
Met by proxy to weed grants. Some difficulty scheduling meeting to address other items.
TA directory almost ready for web site.
Robin asked to supply a list of items on the committee's longer-term agenda, because Marc lost his list. Here's what she reported (again, the next day):

New Issues:
* Make all grants for general support. Committee to bring a proposal to the April Board meeting.
* Create links to TA Committee

The Committee has also discussed a number of issues brought up by the Board and prioritized its discussions for the coming year:

* Concern: Red flags come up in applications
  Priority: Addressed
  Strategy: Discuss with Board the ways in which concerns are followed up with both grant applicants and references

* Concern: What criteria are emphasized in awarding grants
  Priority: Addressed
  Strategy: Refer people to new criteria/decision-making sheets created by Grant Committee in June 2003

* Concern: Goals and vision statements are often vague. Don't include information to support statements or address underlying assumptions.
  Priority: Low occurrence given the recent effort to re-craft the application.
  Strategy: Look to see if there are ways to clarify this

* Concern: Are there new ways of determining the amount of money available per cycle?
  Priority: Low
  Strategy: Analyze success/failure of current funding allocations. Look at percentage of grants received each cycle and analyze spending levels.

* Concern: How to increase Resist's visibility
  Priority: Medium
  Strategy: Look at outreach/funding statistics and tactics to determine other methods as necessary. Do in coordination with next one.

* Concern: Is there an imbalance between local funding versus national focus?
  Priority: Medium
  Strategy: Look at actual geographic funding figures and tactics to determine other methods as necessary. Do in coordination with previous one

* Concern: Applicants should provide a list of Board members and their organizational affiliations
  Priority: Low
  Strategy: Discuss further if necessary and for what purpose. Add to checklist request in application if appropriate.

5. COMMUNICATIONS (TY, HANK, CAROL, PAYAL, ABBY, ROBERT)
Carol, Payal, and Abby met, but Ty couldn't make it, so the committee didn't discuss the idea of an e-newsletter yet because he has expertise in that.
Committee has begun considering the idea of moving to 6 issues of the newsletter per year. Committee may use ~15 minutes of April board meeting to get board input/ideas around one or more of the items on its agenda.
Communications agenda to think about from the Retreat:
* Consider bringing in consultant to review communications and make recommendations.
* Report back on ideas to create list serve for colleagues and grantees; e-version of newsletter, more directly tied to web site.
* Report back on ideas to re-vamp web site/make it fancy
* Report back on ideas for staff training
* Report back on ideas to down-size newsletter from ten to six per year

6. STAFF
Board/Staff coffee held today. Identified 3 ideas to think about:
* A rotating schedule for more board members to meet with staff in these lunches/teas/coffees. Will be presented to the board in April
* Ensuring that the honor & responsibility of committee chairing is spread more evenly, with no board member chairing more than one committee, if possible
* Possible re-division of staff roles to spread work more evenly and give people changes in tasks. First task: staff will create a grid or some other way of listing who does what at present.

7. TA (KAY, ROBIN, BECCA, YAFREISY)
Hasn't met. Needs a chair. Rumor is Becca may "volunteer." New members welcome. Robin will try to arrange a first meeting.

Created to assess, evaluate, propose around the following thoughts to consider from Retreat:
* All board generate wish list of t.a. ideas
* Perhaps survey grantees
* Consider TA grant (after regular grant)
* Send notices to organizations such as Highlander
* Conduct trainings across issues
* Make follow-up money available
* Create a list of approved TA providers
* Use board and staff as resources (publicize through newsletter, etc.)

8. PERSONNEL (LEILA, HANK, MARC)
Becca's Exit Interview has food for thought. Board Development Committee to take up next.

Robin's Job Description: Robin had been asked to draft a revised job description in light of TA she does, but this is premature due to the Retreat discussion of TA and the creation of a new committee. Perhaps the time for new job descriptions is after the TA committee makes progress.

Raise for Yafreisy: Committee proposed a 3.2 percent raise from her anniversary date up to when Robin and Carol are up for their next raise (Jan. 1?). And then all continue on the same schedule. To go to board to decide at April meeting

Raise Policy: PC asked at the retreat to propose an amendment to the personnel policies with a policy on annual raises. Committee is considering proposing that the current policy continue. EC decided NOT to bring this to board yet. Hank will draft new language around raises based on seniority, and then PC will then discuss this again.

9. OTHER RETREAT/LRPC MATTERS
The EC reflected on Retreat and found it good. We accomplished a lot and have a lot to do.
We reviewed retreat items not clearly on any committee agenda and (yet again) asked Robin to put them into a grid showing status. Here’s what she reported (again, the next day):

<table>
<thead>
<tr>
<th>Current Action</th>
<th>Home</th>
<th>Needs Home</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop grantee networks</td>
<td>Staff does informally</td>
<td></td>
</tr>
<tr>
<td>Cross-grantee conversations</td>
<td>Staff facilitates informally</td>
<td></td>
</tr>
<tr>
<td>Survey grantees</td>
<td>Done w/ LRPC survey</td>
<td></td>
</tr>
<tr>
<td>Contact list of grantees</td>
<td>Maintained in office</td>
<td></td>
</tr>
<tr>
<td>Partnering with funders</td>
<td>Staff discusses at Rye Collaborative, local funders groups, and informally</td>
<td></td>
</tr>
<tr>
<td>Grant outreach to prioritized areas</td>
<td>Staff analyze gaps and do outreach</td>
<td></td>
</tr>
<tr>
<td>Translation of materials*</td>
<td>Several discussions at Board and in committees</td>
<td></td>
</tr>
<tr>
<td>Grant amount contingent on prioritized activity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fund innovative ideas that work to mobilize</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Send grantees to trainings</td>
<td>Fund through grant process</td>
<td></td>
</tr>
<tr>
<td>List-serve</td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-newsletter</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Potential funders of training re-grants</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*NOTE: Translation of grant application and associated needs raises questions of resources, logistics, other languages, political vision, other translation things (newsletter, Web site). Communication, Grants, and Retreat Committees will look at how to approach the issues.

10. April 4 board meeting
Possible Chairs: Cynthia for business, Kendra for grants
Possible Minute Takers: Payal for business, Robin for grants
Lunch: Robin and NEED ANOTHER VOLUNTEER
NEEDED: A system of rotation for board meeting chairs and minute takers.

DRAFT AGENDA
A. Meet, eat, greet (10:30-10:40)
B. Agenda review (10:40-10:45)
C. Approve (or not) minutes of January 2004 retreat (10:45-10:50)
D. Grant allocations (10:50-12:20)
E. Review/reflection on grant allocations (12:20-12:30)
F. Communications discussion (12:30-12:50)
G. Lunch (12:50-1:30)
H. Reports on networking and opportunities, past and upcoming (1:30-1:45)
I. Proposals on raises: for Yafreisy, for personnel policies (1:45-2:00)
J. Advisory board discussion (2:00-2:15)
K. Board-staff lunch report and discussion (see above) (2:15-2:30)
L. Committee Reports: (2:30-3:15)
Staff, Board Development, Personnel, Fundraising, Finance, Communications, TA, Grants, LRPC/Executive
L. Political Discussion (3:15-4:00)
M. Meeting review/reflection/evaluation. (4:00-4:15)
N. Adjourn

11. Adjourned Executive Committee Meeting
Communications Committee Minutes
March 17, 2003

Present: Payal Parekh, Carol Schachet, Abby Scher

1. Newsletter updates and upcoming issues

April: Electoral Politics. Currently have three articles from grantees: Policy Institute (think tanks and framing public policy debate); Maine Lesbian and Gay Political Alliance (mobilizing around ballot questions); and 9 to 5 Colorado (Election Connection, involving working women in electoral politics). Also have possible reprints. Abby suggested an article that recently ran in Indian Express NY “Voices that must be heard” and will send the link.

May: Asia and Politics of Trade/Solidarity. Hank is guest-editing this issue, so Carol not sure of the topic of the articles. She has solicited pieces from Nodutdol (Korean Solidarity) and Committee for Human Rights in the Philippines.

Abby agreed to be a “first reader” of articles as they come in, to offer a quick read and comments about political perspectives, etc. Payal said she would do the same for articles about globalization, economics, youth of color and environmental topics.

When Hank returns from China, the Committee will have a larger discussion about Newsletter topics and authors. Possible focus might be organizing around political conventions—the People’s Agenda.

2. Web Page

Internal site: is currently a bit behind because Jean hasn’t been in as much recently. She will update minutes in the next week or two. Same with back issues of the Newsletter on the regular site.

Overall, the design is clean and clear, simple. But there are some changes that would be helpful, particularly with resources. There are too many steps to get to the grant application, to make a donation, and to access the media funders’ guide. Would like to see a “donate now” button and more accessible application with less words.

Robert originally designed the site for folks with minimal computer power. Perhaps it’s time to update that, use a program like Front Page, and have it be more interactive.

3. E-Newsletter

The idea is not to replace the paper Newsletter but also send it out electronically to subscribers/donors. That way people can forward it, extending the network and impact, and hopefully the number of donors. Once the systems are set up, it would not take too long (an hour or so) to distribute the Newsletter electronically.
Suggested that we identify a few e-newsletters, including what we like and don't like. Also, talk to a random sampling of donors/subscribers to see if this is something they would like (maybe in a pledge letter?) and colleagues who now have e-Newsletters (Does it bring in money, extend the list, is it more work, etc.). Abby will talk to Dan Feder, who set up the e-newsletter for IPA.

4. Other items will be discussed at the next meeting.
Staff Meeting 3.9.04
Present: Carol, Robin, Yafreisy (minutes)

1. Updates:

The audit went extremely well and a draft copy will be in the office by March 15th. Linda was impressed with Sue’s work thus far. Yafreisy and Robin still need to complete and send Linda the 501H. After the draft is in, all staff will review and revise the copy; Robin and Yafreisy will look at final numbers and make sure they match.

At some point we need to clean up the storage room downstairs. We’ll keep Yafreisy’s old computer and give the other one to Sue Trotz, who donates it to the Boston Public School where she works.

Need to review who would type up the minutes from the retreat (Kay or Marc?) since committees are beginning to meet.

2. Committees:

Board Development Committee: will be meeting on March 11.

Communications Committee: needs to set up a meeting and confirm new members from the February retreat. Some of the items the Communications Comm. needs to discuss include an e-newsletter, reducing the issues of hard copy NL, and the design of a new web page. Robin suggested asking Robert Morrison, but Carol thinks contracting with someone locally might work better.

Executive Committee: will meet March 24th.

Finance Committee: needs to meet. Robin will email people and suggest meeting times. The Comm. needs to discuss the Audit and updates in regards to finances and QuickBooks. Wenda Tai is officially a member of the Finance Comm.

Fundraising Committee: needs to meet, will double check if Abby has joined the Committee.

Grants Committee: will meet to discuss the Nos for April’s Cycle and to look at items left over from the Retreat.

LRPC: officially no longer exists. Kay will type up a formal document on the process and its outcomes.

Personnel Committee: also needs to meet, Leila re-joined the committee at the retreat. The items the Personnel Comm. needs to discuss include: Vacation Rollover, the staff would like to have another discussion about the disability
policy and other alternatives. Yafreisy suggested trying to revisit the conversation and seeing if it was possible to reinstate the previous benefits, specifically eye care. Carol said she was o.k. with that and Robin will be providing copies of the old policy to look at.

**TA Committee:** needs to set up a meeting and have a chair.

3. **Fundraising/Appeals:**

Carol will be meeting with Nancy Greenhouse and Carolyn Berry Copp to discuss the design of the new prospect appeal brochure—expected to drop by the end of April/ beginning of May. Carol will also be revisiting new lists to include in the mailing. A couple of groups such as the Quixote Center and Wellstone Action have expressed interest in exchanging lists.

The March ABC just dropped, and prospects will go out in May, ABC will go out again in June. Carol got rid of some of the deadbeats in the database—about 1,000 donors and roughly 20 pledges. Carol will finish draft of Planned Giving brochure and hopes to send out with financials to major donors this summer.

4. **Board Mtg:**

The next board meeting will be April 4th. Some of the items that need to be addressed include a proposal from the Board Development Committee on reading grants. Robin would like a copy of the proposal to go to the Grant Committee before it goes to the Board. Carol reminded us of the political discussions that the Board used to have and the request to have them reinstated. The Executive Comm. will discuss this at their next meeting and will suggest who can lead one in April.

Adjourn