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Resist Board Meeting, April 4, 2004

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a call to

RESIST

illegitimate authority

Board of Directors

Nikhil Aziz
Cynthia Bargar
Robin Carton
Pam Chamberlain
Regina Dyton
Leila Farsakh
Kendra Hoyt
Becca Howes-Mischel
Kay Mathew
Yafreisy Mejia
Marc S. Miller
Payal Parekh
Henry Rosemont, Jr.
Carol Schachet
Abby Scher

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.

Board of Advisors

Frank Brodhead
Bell Chevigny
Noam Chomsky*
Kate Cloud
Ty dePass
Tess Ewing
Norm Fruchter
Renae Gray
Frank Joyce
Hans Koning*
Paul Lauter*
June Lee
Penn Loh
Amanda Matos-González
Richard Ohmann*
Wayne O'Neil*
Carlos Otero
Grace Paley
Roxanna Pastor
Merble Reagon
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

* founding members

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**

Deadline	Meeting	Cycle Weeks
December 5, 2003	February 8, 2004	9
February 5, 2004	April 4, 2004	8
April 2, 2004	June 6, 2004	9
June 4, 2004	August 1, 2004	8
July 30, 2003	October 3, 2004	9
October 1, 2004	December 5, 2003	9

RESIST BOARD OF DIRECTORS

February 2004

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April 2004 Grant Decisions

Multi-Year

Renewal

1. Alaska Women's Environmental Network

\$3,000

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 ☒ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

2. Peace Action New Mexico

\$3,000

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 ☒ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

New

3. Cascadia Wildlands Project

\$3,000

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 ☒ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Good consistent work.

4. Vermont Workers' Center

\$3,000

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 ☒ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Good consistent work. Terrific application.

Regular

Community Organizing/ Anti-Racism

5. El Foro Latino

\$1,500

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)

\$2,000

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

\$3,000

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

\$2,500

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 ☒ 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 ☒ 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 ☒ 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 ☒ 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 ☒ 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 ☒ 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 ☒ 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 ☒ 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 ☐ 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 ☒ 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 ☒ 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 ☒ 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 ☒ 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-Israeli conflict.

Decision: Full ☒ 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:

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:

Just 2 people. Work plan is not clear.

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 ☒ 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 ☒ 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 ☒ 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 ☒ 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.

RESIST, INC.
Balance Sheet
As of April 30, 2004

A

	<u>Apr 30, 04</u>	<u>Apr 30, 03</u>
ASSETS		
Current Assets		
Checking/Savings		
10100 · Wainwright Bank Checking	84,261.93	177,631.91
10200 · Petty cash	50.00	50.00
Total Checking/Savings	<u>84,311.93</u>	<u>177,681.91</u>
Other Current Assets		
13000 · Investments	231,685.60	235,343.57
1410 · Inventory T-shirts	666.96	1,754.75
1450 · Prepaid expenses	5,613.09	3,025.80
Total Other Current Assets	<u>237,965.65</u>	<u>240,124.12</u>
Total Current Assets	322,277.58	417,806.03
Fixed Assets		
1640 · Furniture, fixtures, & equip	36,130.38	34,283.49
Accum depr of furn & fix	-32,619.04	-28,725.40
1630 · Leasehold improvements	15,064.68	15,064.68
Accum depr leasehold imp	-7,924.04	-9,368.18
Total Fixed Assets	<u>10,651.98</u>	<u>11,254.59</u>
Other Assets		
1460 · Deposits	2,230.00	2,230.00
Total Other Assets	<u>2,230.00</u>	<u>2,230.00</u>
TOTAL ASSETS	<u>335,159.56</u>	<u>431,290.62</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2010 · Accounts payable	1,868.92	3,710.00
2020 · Grants payable	57,000.00	57,000.00
Total Accounts Payable	<u>58,868.92</u>	<u>60,710.00</u>
Other Current Liabilities		
2100 · Payroll Liabilities	4,873.08	3,446.68
2130 · Accrued payroll and taxes	17,125.47	13,064.23
29000 · Security deposits held	1,750.00	1,500.00
Total Other Current Liabilities	<u>23,748.55</u>	<u>18,010.91</u>
Total Current Liabilities	<u>82,617.47</u>	<u>78,720.91</u>
Total Liabilities	82,617.47	78,720.91
Equity		
Fund Balance Cohen Endowment	10,022.62	10,022.62
Fund Balance Resist Endowment	50,754.03	50,754.03
3001 · Opening Bal Equity	0.00	14,108.92
3010 · Fund Balance General	240,399.56	273,781.46
Net Income	-48,634.12	3,902.68
Total Equity	<u>252,542.09</u>	<u>352,569.71</u>
TOTAL LIABILITIES & EQUITY	<u>335,159.56</u>	<u>431,290.62</u>

B

RESIST, INC.
Board Report
 April 2004

Ordinary Income/Expense

Income

	<u>Jan - Apr 04</u>	<u>Y-T-D Budget</u>	<u>\$ Over Budget</u>	<u>Budget 2004</u>
Internal Mailings	108,862	113,670	(4,808)	365,000
Prospecting	2,241	14,928	(12,688)	48,000
Other Revenue	2,082	572	1,510	2,250
Special contributions	80,082	78,823	1,259	252,650
Investment Income	653	710	(57)	2,300
Realized gain (loss)	0	0	0	0
Unrealized gain (loss)	911	0	911	0
Miscellaneous revenue	0	124	(124)	0
Total Income	194,830	208,827	(13,997)	670,200

Expense

Fundraising

Internal Mailing Costs	3,217	6,464	(3,247)	19,400
Prospecting Mailing Costs	15,285	16,425	(1,140)	49,300
Other Fundraising Costs	420	1,144	(724)	3,420
Subtotal	18,923	24,033	(5,110)	72,120

Program

Grant	121,362	89,440	31,922	305,000
Grants Program	393	965	(572)	1,100
Newsletter Costs	16,689	16,650	39	49,950
Website & Internet	300	332	(32)	1,000
Subtotal	138,744	107,387	31,357	357,050

Other

Personnel	56,375	58,748	(2,373)	179,240
General and Administrative	26,369	21,465	4,904	71,988
Misc expenses	863	2,609	(1,746)	0
Board Expense	2,231	3,032	(801)	10,600
Subtotal	85,837	85,854	(17)	261,828

Total Expense

243,504	217,274	26,230	690,998
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Net Ordinary Income

(48,674)	(8,447)	(40,227)	(20,798)
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April 2004

RESIST, INC.
Profit and Loss

C

Income

Internal Mailings

Apr 04	Jan - Apr 04	YTD Budget	Annual Budget	Jan - Apr 03
Pledges	8,560	45,178	48,360	46,255
Newsletter	2,298	16,067	22,392	20,579
ABC/House mailings	8,458	47,617	42,918	55,667
Total Internal Mailings	19,316	108,862	113,670	122,501

Prospecting

113	2,241	14,928	48,000	19,444
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Other Revenue

Fiscal sponsorship fees	41	99	62	200	83
List Sales - names in the news	0	0	155	500	
NWTRCC	774	1,877		5,800	
Royalties	0	0	30	100	
T-shirt sales	0	106	465	1,500	640
T-shirt expense	0	0	(140)	(450)	
Total Other Revenue	815	2,082	572	7,650	723

Special contributions

Foundations	5,391	23,441	33,380	107,000	8,989
Matching Grants	75	275			
Unsolicited	10,000	47,645	37,440	120,000	68,801
Stocks	0	8,721	7,800	25,000	2,487
Special contributions - Other	0	0	203	650	
Total Special contributions	15,466	80,082	78,823	252,650	80,277

Investment Income

Dividends and interest	60	60			
Bank Interest	13	54	465	1,500	71
Calvert Balanced	0	0	120	400	93
Domini Social Investment	0	0	125	400	
Calvert Bond	0	505			842
Schwab One Accounts	1	34			57
Total Investment Income	74	653	710	2,300	1,063

Unrealized gain (loss)

Citizens Index	(122)	(168)			
Womens Equity Fund	0	635			
Domini Social Investment	(212)	303			1,639
Calvert Balanced	(182)	31			1,646
Sun Microsystems	0	(4)			
Neuberger Berman	(348)	(163)			
Calvert Bond	(1,777)	277			
Total Unrealized gain (loss)	(2,640)	911			3,284

Miscellaneous revenue

Miscellaneous revenue	0	0	124	400	60
Total Income	33,143	194,830	208,827	676,000	227,351

RESIST, INC.
Profit and Loss

Expense

Internal Mailing Costs**Pledge program**

Printing	70	1,197	1,068	3,200	2,088
Postage	12	304	1,000	3,000	635
Mailhouse	246	616	664	2,000	237
Total Pledge program	327	2,117	2,732	8,200	2,960

ABC/House mailings

Printing	0	722	1,332	4,000	294
Postage	0	43	1,400	4,200	1,280
Mailhouse	0	335	1,000	3,000	453
Total ABC/House mailings	0	1,100	3,732	11,200	2,027

Total Internal Mailing Costs

327	3,217	6,464	19,400	4,987
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Prospecting Mailing Costs

Printing	0	636	5,660	17,000	8,397
Postage	6,100	8,650	4,330	13,000	6,746
Mailhouse	0	0	2,064	6,200	2,607
Consultants	6,000	6,000	2,000	6,000	5,877
Photos and graphics	0	0	35	100	
List rentals	0	0	2,336	7,000	3,024
Total Prospecting Mailing Costs	12,100	15,285	16,425	49,300	26,650

Other Fundraising Costs**Thank you cards**

Printing	0	235	68	200	55
Postage	29	185	300	900	523
Purchase	0	0	18	50	0
Total Thank you cards	29	420	386	1,150	578

Other

Misc costs	0	0	668	2,000	14
Promo T-shirts	0	0	90	270	
Total Other	0	0	758	2,270	14

Total Other Fundraising Costs

29	420	1,144	3,420	592
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Grant

Regular grants	54,485	98,485	68,440	236,000	87,100
Multi-year grants	12,000	18,000	18,000	66,000	9,000
Salzman grants	0	3,000	3,000	3,000	0
NWTRCC donor directed grants	774	1,877		5,800	0
Total Grant	67,259	121,362	89,440	310,800	96,100

Grants Program

Library	0	0	33	100	168
Printing	0	119	116	350	168
Postage	66	108	216	650	300
Membership dues - organization	50	167	600	1,800	
Total Grants Program	116	393	965	2,900	635

RESIST, INC.
Profit and Loss

	<u>Apr 04</u>	<u>Jan - Apr 04</u>	<u>YTD Budget</u>	<u>Annual Budget</u>	<u>Jan - Apr 03</u>
Newsletter Costs					
Printing	3,358	10,515	8,336	25,000	10,916
Postage	80	2,508	4,664	14,000	2,484
Mailhouse	1,125	2,982	3,000	9,000	1,727
Consultants	0	0	400	1,200	156
Photos and graphics	0	0	250	750	371
Newsletter Costs - Other	684	684			
Total Newsletter Costs	<u>5,247</u>	<u>16,689</u>	<u>16,650</u>	<u>49,950</u>	<u>15,655</u>
Website & Internet	75	300	332	1,000	341
Personnel					
Employee Salaries	13,123	44,321	46,104	138,308	41,685
Payroll taxes	1,168	4,245	4,000	12,000	3,172
Pension plan match	525	1,704	1,777	5,332	1,170
Health insurance	2,175	6,104	6,000	18,000	7,429
Workers compensation	0	0	200	600	
Staff development	0	0	667	2,000	
Total Personnel	<u>16,990</u>	<u>56,375</u>	<u>58,748</u>	<u>176,240</u>	<u>53,455</u>
General and Administrative					
Supplies	81	1,430	733	2,200	968
Printing & copying	0	136	250	750	855
Books, subscriptions, reference	93	93	68	200	88
Telephone	246	693	1,000	3,000	531
Minor office equipment	8	93	1,165	3,500	126
Postage, shipping, delivery					
UPS	0	0	16	50	
US Post Office	31	979	732	2,200	467
Postage due/BRE envelopes	0	698	833	2,500	1,200
Postage, shipping, delivery - Other	600	600			
Total Postage, shipping, delivery	<u>631</u>	<u>2,277</u>	<u>1,581</u>	<u>4,750</u>	<u>1,667</u>
Professional Fees					
Temporary help	0	337	1,665	5,000	
Accounting	1,875	9,238	3,333	10,000	4,450
Consultants	1,225	1,225	165	500	2,041
Brokerage fees	0	80		100	215
Total Professional Fees	<u>3,100</u>	<u>10,879</u>	<u>5,163</u>	<u>15,600</u>	<u>6,706</u>
Insurance					
Liability	63	189	253	757	630
Computer	0	0	30	89	87
Directors and Officers				2,100	
Property	48	143		1,000	
Total Insurance	<u>111</u>	<u>332</u>	<u>283</u>	<u>3,946</u>	<u>717</u>
Advertising and Outreach					
Brochure	0	0	1,335	4,000	
Advertising	0	715	667	2,000	1,300
Total Advertising and Outreach	<u>0</u>	<u>715</u>	<u>2,002</u>	<u>6,000</u>	<u>1,300</u>

RESIST, INC.
Profit and Loss

	<u>Apr 04</u>	<u>Jan - Apr 04</u>	<u>YTD Budget</u>	<u>Annual Budget</u>	<u>Jan - Apr 03</u>
Occupancy expenses					
Rent	2,835	13,865	11,238	33,713	13,375
Repairs and maintenance	0	0	500	1,500	1,200
Utilities	13	357	1,168	3,500	478
Sub lease (rent)	(1,179)	(4,446)	(4,633)	(14,067)	(4,475)
Sub lease (utilities)	(39)	(267)	(453)	(1,358)	(197)
Total Occupancy expenses	<u>1,630</u>	<u>9,509</u>	<u>7,820</u>	<u>23,288</u>	<u>10,382</u>
Travel & meetings expenses					
Conference, convention, meeting	0	0	400	1,200	270.77
Meals, food	33	41			
Travel	0	201	1,000	3,000	153.36
Total Travel & meetings expenses	<u>33</u>	<u>242</u>	<u>1,400</u>	<u>4,200</u>	<u>424</u>
Total General and Administrative	5,932	26,400	21,465	67,434	23,764
Misc expenses					
Depreciation & amortization exp	0	0	1,834	5,500	
Bank & credit card fees	137	752	668	2,000	489.24
Interest Expense					
Finance Charges	0	38			
Late Fees	0	73			
Total Interest Expense	<u>0</u>	<u>111</u>			
Tax penalties and interest	0	0	25	50	15.00
Misc expenses - Other	0	0	82	250	4.70
Misc expenses	<u>137</u>	<u>863</u>	<u>2,609</u>	<u>7,800</u>	<u>509</u>
Board Expense					
Copying	481	861	1,000	3,000	738.75
Postage	34	94	500	1,500	283.98
Travel	0	723	1,000	3,000	2.00
Food	0	492	500	1,500	132.27
Outreach	0	0	32	100	
Other	62	62		1,500	
Total Board Expense	<u>576</u>	<u>2,231</u>	<u>3,032</u>	<u>10,600</u>	<u>1,157</u>
Total Expense	<u>108,790</u>	<u>243,534</u>	<u>217,274</u>	<u>698,844</u>	<u>223,845</u>
Net Ordinary Income	(75,646)	(48,704)	(8,447)	(22,844)	3,506

Executive Committee Minutes, March 24, 2004, 3:30 p.m., Resist Office
Present: Marc, Pam, Robin, Hank (by phone) (Carol for fundraising & communications)

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 send 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):

		Total	
Binders	\$15.35	\$230.25	230.25
Paper	Per Page		
Plain	\$0.05	\$367.50	
Three hole punch	\$0.06	\$441.00	\$441.00
Difference per cycle		\$73.50	
Total Cost, 6 cycles			\$671.25

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

Bd\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):

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

* 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