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Board Development Committee Minutes
June 29, 2004

Present: Becca, Carol, Cynthia and Marc

1. Letter to the Board of Advisors:

Marc tweaked the letter based upon feedback from the last Board meeting and comments from this committee. Carol will e-mail the letter from the office, signed by Marc, requesting feedback from Advisors within two weeks of sending the letter.

An additional e-mail will be sent to the Board of Directors, asking folks to pick names of 3 Advisors they would be willing to call in order to follow-up on the e-mail. Becca will send out that letter.

2. Recruiting

Carol left a message for Ann Lipsett to set up an interview. She has not returned the call yet.

Additional names of people to send packets to: Nelson Salazar, Tito Mendez. Also suggested that we contact folks involved in the Boston Social Forum (ask Payal for suggestions) and send out a "Dear Colleague" letter to references, foundations, and friends, including Richard Thal (Neighborhood Development Corporation) and Vida Urbana. Carol will ask Robin for that list and send it to the BDC for review.

3. Board Health Issues

Still interested in making the Board work less onerous and accommodating the needs of Board members. Discussed surveying the Board to solicit ideas that work for folks, tips for reading the packet, etc. Suggested that we wait until Fall, when we can prepare New Board Member packets including those tips.

Next meeting: Tuesday 7/27 at 4 p.m. Location TBA.

Cynthia will become committee chair in October; Marc agreed to continue as interim chair until then.

Parking lot: meeting ground rules.

Resist Board Meeting
Minutes
8/1/04

Pam (chair), Yafreisy, Carol, Robin, Becca (minutes), Payal, Hank, Cynthia, Marc

I. June 2004 meeting minutes approved, agenda adjusted to put finance committee before grants.

II. Finance Committee Report:

Given away more money, taken in less than normal-see finance committee minutes

Major problem: spend more on grants than should've

Recommendation of disciplined allocations of about \$100,000 with average of \$33k for rest of cycles in FY04. Increased visibility has led to increased apps and taking chances on new groups.
Proposal: Limit of \$33K in next 3 cycles in next 3 cycles-deliberate in making decisions.

Addendum-how to do this: cut grants by a percentage or cap full grant amount.

Other comments re: fundraising & expenditures factoring into committee proposals

-Revisit grants formula for falling into budgetary problems-to grants committee-stringent analytical or mathematical approach to evaluating grants? Short term policy.

Proposal amendment: \$33K with potential for addition, 10 % margin of flexibility if grant allocations go over with formula TBD

Passed 1 opposed 1 abstention

(Janet Farrell-Smith-UMass/Boston, research on personhood and Vincent Harding, ILIFF School of Theology, Concept of Self in Activist Framework)

III. Reflect/review of grant allocating

Cynthia: Worried too hard to adjust. Stayed fair >good process

Yafreisy: Good chairing, good participation

Hank: Persuasive arguments and model groups-hot button tix for election year as immediate priority –a time to mobilize people.

Carol: Campaign issues are important but not the ultimate priority in evaluation. The money awarded is small, so it's of value where grassroots organizing is happening even if it doesn't have a huge impact on electoral politics.

Marc: Continue to be disappointed by lack of discussion about this political moment.

Robin: Good to put grant cycle in context of financial position-allow for self-criticism without penalizing any particular group.

Becca: good model, self-critical without running tallies and then cut down groups by a percentage once total is known so as not to penalize groups at end of grant allocations.
Leila's new daughter-giving new birth gifts-opportunity for donations in honor

Carol: Participation in BSF forum on progressive funding, 10-12 attendees (1/2 grantees)
Shared organization's perspectives on progressive funding. Colleagues focused on challenges of progressive philanthropy.

Grantee Reports-questions on how/why grant applications evaluated and awarded. Made finding funding materials (very well received), NNG directories & Andy Robinson's book (also v. well received)-Very useful, practical resources

Carol emphasized importance of donor base because foundations fickle (almost all foundations cutting b/c or canceling cycles), encouraging g.r. fundraising

- discuss what g.r. groups and foundations

- Progressive Communications Network

- Loud & Clear

- Alliance for Justice pamphlet to include in grants packets

V. General Support Grants Discussion

Grant committee materials sent out-grant committee unanimously supports proposal (has reached end of work on background research)

Hank: what is gained by g.s. grants? Shouldn't make people jump through hoops-2 types of grants, g.s. and project specific. No answers to question re: domestic or international policy.

Becca: G.S. seen as less attractive but important.

Cynthia: Urgency of project superceding sometimes lackluster groups-general operating best way to leverage support when solid overall organization -general operating work still better choice sometimes for foundations.

Marc: General support grants great but...now look at overall organization-only interested in a project when would move toward a group we would want to give general support to.

Robin: Experience in talking to 1-5,000 applicants: people don't believe general support grants are supported org. so as a way out of the trap, make up a purportedly compelling project. G.S. as a power-sharing concept-sign of trust in an organization. Could add caveat to give for a project in some cases.

Pam: Retain option of project support.

Hank: Disabuse people of notion of g.s. as 2nd class citizens-g.s. leads to people deprioritizing member bases for infrastructure.

Carol: Not known where to fall in debate. materials on building institutions v. short term projects. G.S. without needing to have flashy project leaves energy to develop donor bases etc. What about bad groups with compelling projects? Was it worth it? At BSF asked what kind of funding useful-g.s. as enabling better organizing.

Hank: What about groups without compelling projects?

Yafreisy: Application asks what programs people are engaging in.

Payal: Nice to have options-what are the hot topics at a point in time within a larger organizing framework? What about new organizations? Easier to give money for project-better outcome analysis-need detailed descriptions.

Becca: Application asks for specific descriptions re: ongoing and future projects to get sense of the actual work-loose applications for reflective of bad apps than program.

Cynthia: Trust groups for how to apply

Robin: Have to look at issues and areas of power and control, what we demand in terms of project-driven work as imposing vision on grantee orgs. Are we forcing them to separate overall work into different projects?

If we wouldn't support the organization as a whole, why is this group the right place for the initiative?

-stabilize and potentially transformative effect

Pam: Staff (& former staff) advocating for a position while present board members are less convinced-not sure consensus from place of discussion.

-ongoing conversation

Cynthia: More of g.s. inclination but not without further discussion and revision of application.

Move by Becca: Friendly amendment to proposal for grant committee to revise/revisit application with comment from board members.

Vote: 4 Yes 1 No 3 Abstentions

Passed with revote in October.

Pam: Concerned that technical assistance is a burden on the staff

Robin: in event passed in October, long term implementation plan with revisions and implementation

-Send grant apps to board members with directives for feedback to grants committee.

VI. Yafreisy's Leave

Email sent to colleagues and grantees about interim position with job description. Sent last Tuesday. One resume and one inquiry.

Still welcome recommendations for suggestions of candidates in need of interim position. November-January as interim term.

VII. Personnel policy on raises

Language from 7/14 committee meeting-vote passes with one abstention

VIII. Committee Reports:

1. Staff: Next board staff br/lunch with Payal & Pam TBD

2. BDC & Marc

- Recruiting-always want suggestions of new board members
- advisors-sought input re: meeting for political discussion before figuring out costs

-Proposed assignments for bd volunteers

ask: how feel re: meeting-how can we better raise money and level of involvement in board/org.?

3. Communications: hasn't met, Carol wrote memo about intertwine e-newsletter and paper for committee & paper for Committee to assess re: money and time not for Jan 2005.

4. EC: meet, vote...no matters for discussion.

5. Fundraising: committee not met- fundraisers' report, see attached memo with illustrations. Constant overall percents when combine ABC and NL different kind of year with distracted donors in this particular moment in time.

Devote meeting to considering new broad fundraising strategies.

-look to volunteer fundraising and greater board involvement with Carol's packets

-strongly suggest that each board member raise money.

-Art Appreciation Fund sought proposals-submitted app. for \$150,000 grant and passed on proposal to colleagues and grantees

-Payal: Bd-driven house parties? Event-driven fundraising is successful.

Perhaps 40th anniversary series of events

-further deliberate discussions for full board.

Hank join fundraising committee.

-Solicit non-boardmembers for f.r. committee, use bdc list (B: remember Susan Scott)

6. Grants Now looking at historical lookbacks and funding for outreach and integrating with board. Comments re: pockets of concern.

7. Personnel: Done business above

-Need to review comp time accrual and staff use of leave time from finance committee

8. TA: see minutes

Hank: Support initiatives

Set aside money for board travel for T.A. visits

C.S. fund for bd travel

-piggyback on existing bd travels

Political Discussion (Hank):

Report from convention protesting from Payal re: FSZ (?) protesting events and other grassroots organizing events she has participated in.

Pam: Workshops at BSF & national coalition with education activists

-concerned with activists staying on issue tracks-implications for progressives and radicals preparing for election (infrastructure but not reaching others)

-Convention protesting and sustaining progressive mobilization

Issues of power and leadership when thinking about diversity-agenda and status quo being called into question.

-content of the work when thinking about diversity.

**August 2004
Grant Decisions**

Multi-Year

Renewals

1. Center for Environmental Politics **\$3,000**
101 East Broadway, Suite 415, P.O. Box 9375, Missoula, MT 59807 Dan Funsch 406/543-6154
Funding for year two of multi-year general support for organization that seeks to advance environmental values through citizen participation and political accountability projects.

Decision: Full X Partial No Defer
Comments:

2. Prison and Jail Project **\$3,000**
P.O. Box 6749, Americus, GA 31709 John Cole Vodicka 912/928-2080
Funding for second year of multi-year general support for an organization which challenges the corrupt and racist criminal justice system in southwest Georgia.

Decision: Full X Partial No Defer
Comments:

3. Project on Youth and Non-Military Opportunities (Project YANO) **\$2,500**
P.O. Box 230157, Encinitas, CA 92023 Rick Jahnkow 760/634-3604
Funding for second year of multi-year general support for organization engaged in counter-recruitment campaigns highlighting non-military alternatives for job training, education and community service.

Decision: Full X Partial No Defer
Comments:

New

4. Kentucky Alliance Against Racist and Political Repression **\$3,000**
P.O. Box 1543, Louisville, KY 40201 Anne Braden 502-778-8130
Funding for general support of an organization bringing together racially diverse communities to take specific and visible actions against racist policies and practices.

Decision: Full X Partial No Defer
Comments:
One year only. Not clear how stable the group is. Come back next year for a multi-year grant.

5. Religious Coalition for Reproductive Choice of Massachusetts **\$2,500**
P.O. Box 1129, Brookline, MA 02446 Rosemary Candelario 617-522-2964
Funding for general support for organization that seeks to empower religious communities to work for the full availability of reproductive health services for all women.

Decision: Full Partial X No Defer
Comments:

One year only. Starting to develop a good program for young people. Not clear how effective at expanding religious communities involved. Buddhists, Hindus and Muslims- not clearly involved.

Africa/Asia/International

6. PINTIG Cultural Group

\$2,000

4750 N. Sheridan Road, #481, Chicago, IL 60640 Louie Pascasio 773/293-2787

Funding for general support of a Filipino American cultural organization which challenges community members to question their internalized values on racial, gender and class stereotyping using theater and its interactive processes.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

Process of play creation is the organizing tool. Involve the community in creating the play. Have new outreach and collaborations- especially with youth.

Central, Latin America and the Caribbean

7. Portland Central America Solidarity Committee (PCASC)

616 East Burnside, Portland, OR 97214 Krista Hanson 503/236-7916

Funding for the Cross Border Labor Organizing Coalition, which connects workers across borders while educating and organizing on issues surrounding U.S. economic and political interventionist policies in Central America.

Decision: Full ☐ Partial ☐ No ☒ Defer ☐

Comments:

Not diverse. Proposal somewhat unfocused. Some links to immigrant-led groups.

Community Organizing/ Anti-Racism

8. Community Organization for Rights & Empowerment

P.O. Box 542, Holly Hill, SC 29059 Virginia Townsend 803/496-3287

Funding for general support for organization that seeks to improve parent/teacher communication and end unfair treatment in the Orangeburg County School District.

Decision: Full ☐ Partial ☐ No ☒ Defer ☐

Comments:

Seems mostly service work. Predominately rural African American community organization. This is what the community defines as radical and a need. Suggest they get in touch with South Carolina Progressive Network. Come back with more detail about the issue and the need.

9. North Dakota Human Rights Coalition

P.O. Box 1961, Fargo, ND 58107-1961 Cheryl Bergian 701/239-9323

Funding for general support for statewide organization working on human rights issues in North Dakota.

Decision: Full ☐ Partial ☐ No ☐ Defer ☒

Comments:

Unclear what financial plan will be for transition from start up grant from Bremer. Need more information on their plan for their financial future. No position yet on reproductive rights- what is outcome of discussions?

10. Southern Organizing Committee**\$2,000**

P.O. Box 10518, Atlanta, GA 30310 Connie Tucker 404/292-3347

Funding for a capacity building meeting of a South-wide, multi-ethnic group of organizers working in their communities against racism, war, economic injustice and environmental destruction.

Decision: Full ☐ Partial ☒ No ☐ Defer

Comments:

No position on reproductive rights. Many environmental justice groups have that analysis. Had poor fundraising in past causing current problems. Looking to move toward more individual donors and reduce reliance on foundations. In transition. Hopefully this will help them re-group.

11. Tennessee Alliance for Progress (TAP)**\$1,500**

PO Box 60338, Nashville, TN 37206 Nell Levin 615/226-8070

Funding for the TAP Coalition which is focused on developing a strategic plan for progressive groups working on social and economic justice organizing in Tennessee

Decision: Full ☒ Partial ☐ No ☐ Defer

Comments:

Just getting going. Take a chance.

Economic Justice**12. Center for Popular Economics**

P.O. Box 785, Amherst, MA 01004 Jerry Epstein 413/545-0743

Funding for the Economic Tools for Activists workshop, which provides tools activists can use to challenge economic myths and other aspects of the right-wing agenda.

Decision: Full ☐ Partial ☐ No ☒ Defer

Comments:

Good materials support other activists. No organizing themselves. Not clear what the results are from the use of their materials. Not clear they need resist's money to meet their budget- have a \$25,000 surplus. Better to fund groups that want to attend their trainings. Let them know this in a supportive letter.

13. Community Alliance for Global Justice**\$3,000**

606 Maynard Avenue South, #252, Seattle, WA 98104 Jeremy Simer 206/405-4600

Funding for organization that works to oppose free trade agreements, especially CAFTA, advocate for fair trade policies, and raise awareness of the local impacts of globalization.

Decision: Full ☒ Partial ☐ No ☐ Defer

Comments:

14. Democracy Unlimited of Humboldt County

P.O. Box 610, Eureka, CA 95502 Kaitlin Sopoci-Belknap 707/269-0984

Funding for general support for organization which seeks to challenge corporate power at a systemic level within the community through workshops, local legislation, and a free library.

Decision: Full ☐ Partial ☐ No ☒ Defer

Comments:

Poor references. Details of activities are weak. Work does not appear strong.

Environmental

15. Citizens Awareness Network- CNY

\$1,500

P.O. Box 3123, Oswego, NY 13126 Tim Judson 315/425-0430

Funding for general support for organization involved in anti-nuclear activism in Central New York, including opposition to the construction of new nuclear power plants and efforts to re-invigorate New York's nuclear industry.

Decision: Full ☐ Partial ☒ No ☐ Defer

Comments:

Are doing good work.

16. Tennessee Forests Council

706 Walnut Street, Suite 200, Knoxville, TN 37902 Elizabeth Killingsworth 865/573-7039

Funding for general support for an organization that works to reform industrial forest practices, to protect the state's threatened hardwood forests and create links to Tennessee's economic justice activists.

Decision: Full ☐ Partial ☐ No ☒ Defer

Comments:

Not really well-developed yet. Come back in a few months.

Health/AIDS/Disability

17. Vermont Citizens Campaign for Health

P.O. Box 1481, Brattleboro, VT 05302 Shoshana Rihn 802/251-0915

Funding for an outreach project that seeks to educate community leaders across fields on universal health care and empower them to push for legislation.

Decision: Full ☐ Partial ☐ No ☒ Defer

Comments:

#8 and #11 answers were weak. State they are looking to pull in communities with the largest stake in the issue- but no connections to communities of color. Seem like focus is on policy only.

Labor

18. Jobs with Justice - Colorado

\$1,000

2840 S. Vallejo Street, Englewood, CO 80110 Heidi Zwicker 303/806-0818

Funding for general support for militant alliance of community, labor and religious groups organizing to advance the rights of working people in Colorado.

Decision: Full ☐ Partial ☒ No ☐ Defer

Comments:

Supermarket worker campaign is important. Seems to be bringing some allies back to the table. Concerns about the organizational stability, its composition and ability to work well in collaboration. Take a chance this year and see what happens- given importance of campaign.

Middle East

19. Queers Undermining Israeli Terrorism

\$1,500

3543 18th Street, #26, San Francisco, CA 94110 Mindy Spatt 510/434-1304

Funding for to reprint "Queers for Palestine" buttons to build visible support for justice in Palestine in the queer community and for the "Estee Slaughter" campaign, which uses street theater to promote a boycott of companies which significantly aid the Israeli economy.

Decision: Full ☒ Partial ☐ No ☐ Defer

Comments:

Very creative. Good energy.

20. Vermonters for a Just Peace in Palestine/Israel

1233 Shelburne Road, Suite D4, South Burlington, VT 05403 William Coil 802/658-2390

Funding for general support for group which works to support the survival and self-determination of the Palestinian people, end the illegal Israeli occupation, and to counteract biased media reporting and foreign policy in order to promote the equality and safety of both Palestinians and Israelis.

Decision: Full ☐ Partial ☐ No ☒ Defer

Comments:

Cannot be considered for another grant until October

Peace/Anti-Militarism

21. Nukewatch

\$1,500

P.O. Box 649, Luck, WI 54853-0649 Bonnie Urfer 715-472-4185

Funding for 25th Anniversary of group dedicated to educating and enabling people to act in opposition to US militarism which will include nonviolence training and a direct action protest at Project ELF.

Decision: Full ☐ Partial ☒ No ☐ Defer

Comments:

Located in a rural poor white community. Trying to network with people who are recipients of nuclear waste. Broader than a NIMBY approach.

Prisoners

22. Citizen's Alert

\$2,000

407 S. Dearborn, #1490, Chicago, IL 60605 Harriet McCullough 312/663-5392

Funding for general support for a police watchdog organization that works toward more humane and effective law enforcement practices.

Decision: Full ☐ Partial ☒ No ☐ Defer

Comments:

Did talk about how Patriot Act affects their issues. Are reaching out to youth groups.

Women

23. TARAL Education Fund

\$1,500

P.O. Box 684602, Austin, TX 78768 Sarah Wheat 512/462-1661

Funding for an investigative report on the anti-abortion practices of Crisis Pregnancy Centers, which mislead patients about their range of reproductive choices.

Decision: Full ☐ Partial ☒ No ☐ Defer

Comments:

Crisis Pregnancy Centers are insidious. This is a good state to collect information on them. This chapter is led by young people- more radical than national organization.

Youth

24. American Friends Service Committee - NH

4 Park St., #209, Concord, NH 03301 Arnie Alpert 603/224-2407

Funding for the Youth Empowerment Project, which provides resources, training and a community of support to young social justice organizers.

Decision: Full ☐ Partial ☐ No ☒ Defer

Comments:

As a chapter of AFSC- have access to other funds. Presentations were largely to private schools. Not clear how including low income youth and youth of color.

25. National Youth & Student Peace Coalition

\$1,500

P.O. Box 3974, Washington, DC 20027 Garrett Wright 301/565-4050 x320

Funding for a convergence coinciding with the Republican National Convention that will serve to build a network of youth and student groups working on a Books Not Bombs agenda.

Decision: Full ☐ Partial ☒ No ☐ Defer

Comments:

Have been able to bring people in to actions. Pam has seen their work over the last year. Leader- Garrett Wright- has been strong. Do most of their work on-line. Are using new technologies to bring in young people. Some groups involved in coalition are sectarian, but not the organization as a whole.

Total Number of Grants:	20 regular grants; 5 multi-year grants; 0 emergency grants; 0 loans; 21 not on agenda
Total Amount Requested:	\$71,880
Total Allocation for Cycle:	\$52,500
Total Grants:	\$24,500 regular grants; \$9,000 multi-year grants; \$0 emergency
Total Loans:	\$0
Total Allocated:	\$33,500
Total # of Grants Allocated:	13 regular grants; 3 multi-year grants; 0 emergency
Total # of Loans	0
Total # of Grants and Loans:	16

Not On Agenda

1. Alachua County Labor Party

P.O. Box 12051, Gainesville, FL 32604 Mark Piotrowski 352/375-2832

Funding for the Florida Just Health Care Alliance, a new statewide network of unions and organizations working across issues to fight for single-payer, universal health care.

Reason: Is still a political party -- IRS rules are a problem. If the Alliance is a separate entity- could apply with ACLP as its fiscal conduit. Why do they need another statewide health care group in Florida (Floridians for Health Care already exists)? Are located in Gainesville and almost all white- talk about diversity of unions, but not able to increase their own

2. Alliance of Neighborhoods for Greater Environmental Living Standards

P.O. Box 115, Jamaica Plain, MA 02130 Nanette Skiba 617/522-5980

Funding for the Trees for a Greater Environmental Living Standard project, which seeks to create a portable symbolic forest that can be used to educate local residents on environmental problems in the community.

Reason: Very few people involved. No outreach. All white group. No clear ability to carry out work. No analysis across issues. Poor answer to question 11.

3. Brewing Hope

School of Natural Resources and Environment, Ann Arbor, MI 48109 Rebecca Tarlau 609/915-9890

Funding for consumer education materials for a new, sustainable fair-trade coffee partnership between Ann Arbor consumers and Pantelho, Chiapas farmers.

Reason: For-profit project based out of University of Michigan.

4. Brooklyn Parents for Peace

138 Court Street, Brooklyn, NY 11201 Molly Nolan 718/624-5921

Funding for general support for organization which focuses on education around issues of U.S. foreign policy, weapons policy, and issues relating to children, including welfare reform and education.

Reason: 20 year old organization with few people of color in very diverse neighborhood. Good collaborations, but no integration of wider community. Given breadth of their work, unclear why they have not been able to bring people of color into the organization.

5. 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.

Reason: Previously has had major issues with leadership. Looks like same proposal rejected in April. Group's current work is mainstream, voter-registration work with no follow-up. Only hint at wider analysis.

6. Chicago Metropolitan Sanctuary Alliance

4750 North Sheridan Road, Suite 429, Chicago, IL 60640 Martha Pierce 773/293-3680

Funding for the Chicago Colombia Sanctuary Project, which seeks to provide a temporary safe-haven for Colombian human rights workers forced to leave their country because of threats arising out of their work on behalf of peace and justice.

Reason: Unclear how they are making domestic links. No follow ups to speaking tours.

7. CURE-Washington

P.O. Box 156, Kent, WA 98035 Vicki James 253/661-0773

Funding for general support for organization that provides support to prisoners and their families and seeks to involve low-income people in organizing for prison reform.

Reason: Have good grasp on prisoner issues, but no clear goals or strategy to achieve them. Not very progressive. Very small group just getting started. Just 4 members. Come back after a few months.

8. Descendants of Freedom

597 4th Avenue, #1, Brooklyn, NY 11215 Andre Lancaster 917/863-3402

Funding for a theatrical production centered around the lives of HIV positive and queer youth of color.

Reason: This is a single event. No larger connections to lgbtq community. Only commitments for people to attend production. No plans for follow-up/not organizing.

9. DNC2RNC: Democracy Uprising March

14 Lopez Street, Cambridge, MA 02139 Adam Burger 786/223-0512

Funding for the Democracy Uprising March that will begin at the 2004 Democratic National Convention and end at the Republican National Convention, and which seeks to call attention to the flaws in the current two-party political system.

Reason: A one-time event with no real impact expected and no follow-up. No clear goals or plans. No organizational diversity. Poor political analysis reflected in application. Several groups involved have all been rejected for grants in past.

10. Forum for Understanding Prisons (FFUP)

29631 Wild Rose Drive, Blue River, WI 53518 Peggy Swan 608/536-3993

Funding for organization that provides aid to individual prisoners and their families and seeks to focus public attention on the need to reform the criminal justice and prison systems.

Reason: Newsletter is not an organizing tool-- mainly human interest stories. Are having problems with distribution. Transition and other projects are service oriented. Lack of diversity.

11. Freedom Archives

522 Valencia Street, San Francisco, CA 94110 Claude Marks 415/863-9977

Funding for the distribution of "Shumate: A Matter of Life and Death," which focuses on the lives of incarcerated women and which will be used to build a movement to fight for just treatment in the prison industry.

Reason: Not organizing. Rejected three times since 1999.

12. Legislative Initiative Against the Death Penalty

One Keystone Plaza, Harrisburg, PA 17101-2044 Joan Anderson 861/800-7278

Funding for a group to bring two speakers to their annual "Fred Speaker Memorial Lecture" to debate the merits of the death penalty.

Reason: Asking for \$2000 for a debate. Very little organizing. Very white. No RR or GLBT positions. Note: former name was Central Pennsylvania Legislative Initiative to Abolish the Death Penalty

13. Megaphone Project

P.O. Box 50152, Baltimore, MD 21211 Paul Santomenna 410/243-9183

Funding for general support for group that provides access to film and video technology for reasonable prices to local social justice groups.

Reason: A production company that sells its services to not-for-profits. Not teaching these groups how to do it themselves. No organizing. No information on collaborations. Looking to go from \$11,000 budget to \$90,000 budget in one year.

14. New York City Coalition to End Lead Poisoning

2183 Amsterdam Avenue, #1, New York, NY 10032 Maureen Silverman 212/543-0260

Funding for general support for organization of parents, housing and environmental advocates seeking to eradicate lead poisoning in New York City.

Reason: Significant amount of state public health funding. Send a resource list of foundations more likely to fund them.

15. Paisano Chelsea Boxing Club, Inc

P.O. Box 505662, Chelsea, MA 02150 Benito Martinez 617/620-6939

Funding for general support for group that engages at-risk and gang-involved youth in a boxing program.

Reason: Service project.

16. Pan Left Productions

631 South 6th Avenue, Tucson, AZ 85701 Elizabeth Burden 520/792-9171

Funding for the distribution costs of "Immokalee," a video about the Coalition of Immokalee Workers and the Taco Bell Boycott.

Reason: Rejected twice recently- no organizing. Are only distributing to people who ask for the video. Not clear how will follow up with viewers. Turned down by most progressive media funders

17. Peace Economy Project

438 N. Skinker Blvd, St. Louis, MO 63130 Catherine Marquis-Homeyer 314/726-6406

Funding for materials for a voter education and registration effort about the social and economic costs of military spending.

Reason: Answers to Q.#11 are not sophisticated. Reproductive and disability rights are both military issues. Lack of concrete plans. Not mobilizing people of color. No clear collaborations- talk about getting newsletters from other groups. Formerly: St. Louis Economic Conversion Project

18. Rhode Island Qalqilya Alliance

37 Grandview Avenue, Lincoln, RI 02865 Lynn Schultz 401/726-5046

Funding for general support for organization that seeks a just resolution of the Israeli/Palestinian conflict through divestment and joint projects between Rhode Islanders and Palestinians.

Reason: No real details about work or collaborations. No clear organizing. More public information and service more than a real divestment campaign.

19. Task Force on Money, Education and Prisons, Inc.

P.O. Box 5311, Madison, WI 53705 Barbara Rowe 608/268-0482

Funding for a staff person for Project Reentry which will assist returning prisoners in finding the wrap-around services needed to have a successful transition from prison to community life.

Reason: Service project.

20. Urbana-Champaign Independent Media Center

218 West Main Street, Urbana, IL 61801 Carin Sychterz 217/344-8820

Funding to purchase an EAS transponder to pick up and broadcast tornado signals and a Satellite Downlink Dish in order to provide an alternative media source to citizens in Urbana.

Reason: No local activist references. No significant collaborations. Received \$200,000 from Open Society in 2004. Asking for money to buy equipment to broadcast tornado signals.

21. Windham County Genetic Engineering Action Group

P.O. Box 6322, Brattleboro, VT 05302 Jim Moulton 802/824-6670

Funding for general support for organization that seeks to halt genetic engineering in the agriculture industry in Vermont through legislation and public education campaigns.

Reason: Unclear who they work with. Work seems mostly lobbying. Single issue, no larger alliances. Take no positions on repro/glb rights.

July 29, 2004

To: Resist Board of Directors
From: Carol
RE: Fund Raising returns

At the beginning of last year, I submitted a report (see attached) that pointed out a reduction in major giving to Resist, simultaneous to an increase in mid-range giving. The pattern of Major Donations remains unchanged since that time—neither falling or increasing. However, complicating matters, we are experiencing a slight drop off in response rate from all donors. This may be in part due to an election year dip, experienced by many collegial organizations at this time. After speaking with people at Haymarket People's Fund, A.J. Muste Foundation, and Grassroot International, it seems to be a sector-wide problem.

I have attached a few charts to help visualize Resist's fund raising patterns:

1. ABC Money Returned:

Resist mails quarterly appeals to our list of active donors. Each line on the attached ABC Mailing charts indicates the return of one quarter's appeal over a three or four year period. The March 2004 and June 2004 appeals are included, although returns are still coming in for the latter.

Overall, we can see December far outpaces all the other months in terms of money contributed (\$65,658 from the December 2003 appeal). The figures for 2002 and 2003 are approximately the same (\$61,603 and \$66,008, respectively).

Only the September quarterly appeal has consistently risen in both amount and percent return.

2. ABC Response Rate:

This is the data that concerns me most. Again, with the exception of September, we can see a steady decline in the percentage of donors who respond to particular appeals. It is difficult to ascribe reasons to this decline, but some possibilities include: donor fatigue, assignment to another donor category (Newsletter or Pledge), lack of donor urgency and general donor attrition.

3. Newsletter Responses by Dollar and Percent Return:

Whereas ABC responses went down slightly last year, the number of Newsletter donations increased in number while decreasing in size. Generally speaking, where there is a spike in Newsletter, there is a dip in ABC, and visa versa. Donors may be motivated to give for any number of reasons and utilize whichever envelope is at hand.

Summary thoughts

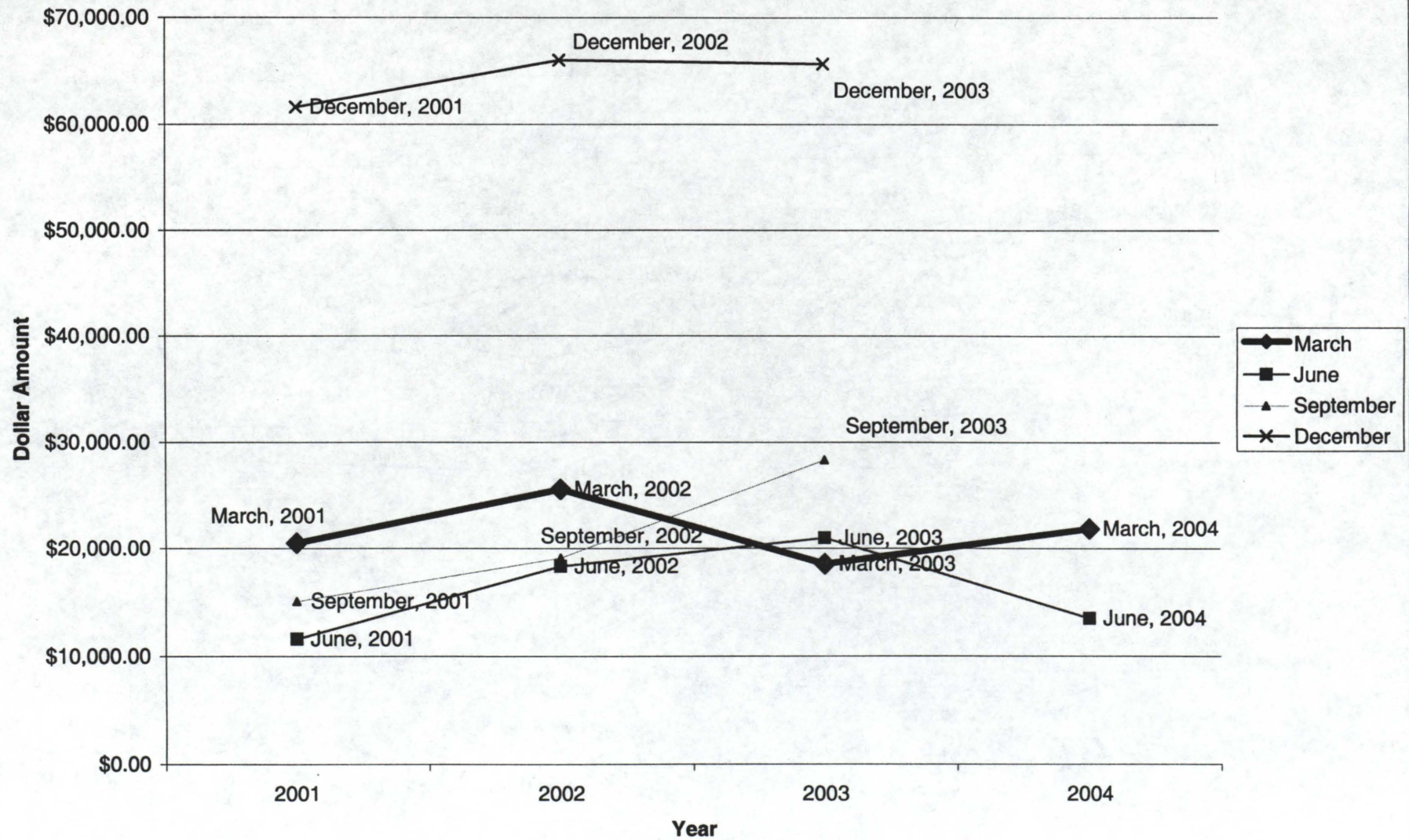
To be succinct, I am concerned about the lack of donor response, particularly since we culled the inactive donors within the last 12 months. I would feel more concerned about

Resist's ability to maintain its funding if this pattern did not replicate itself consistently in collegial organizations. The drop in donor responsiveness appears industry wide.

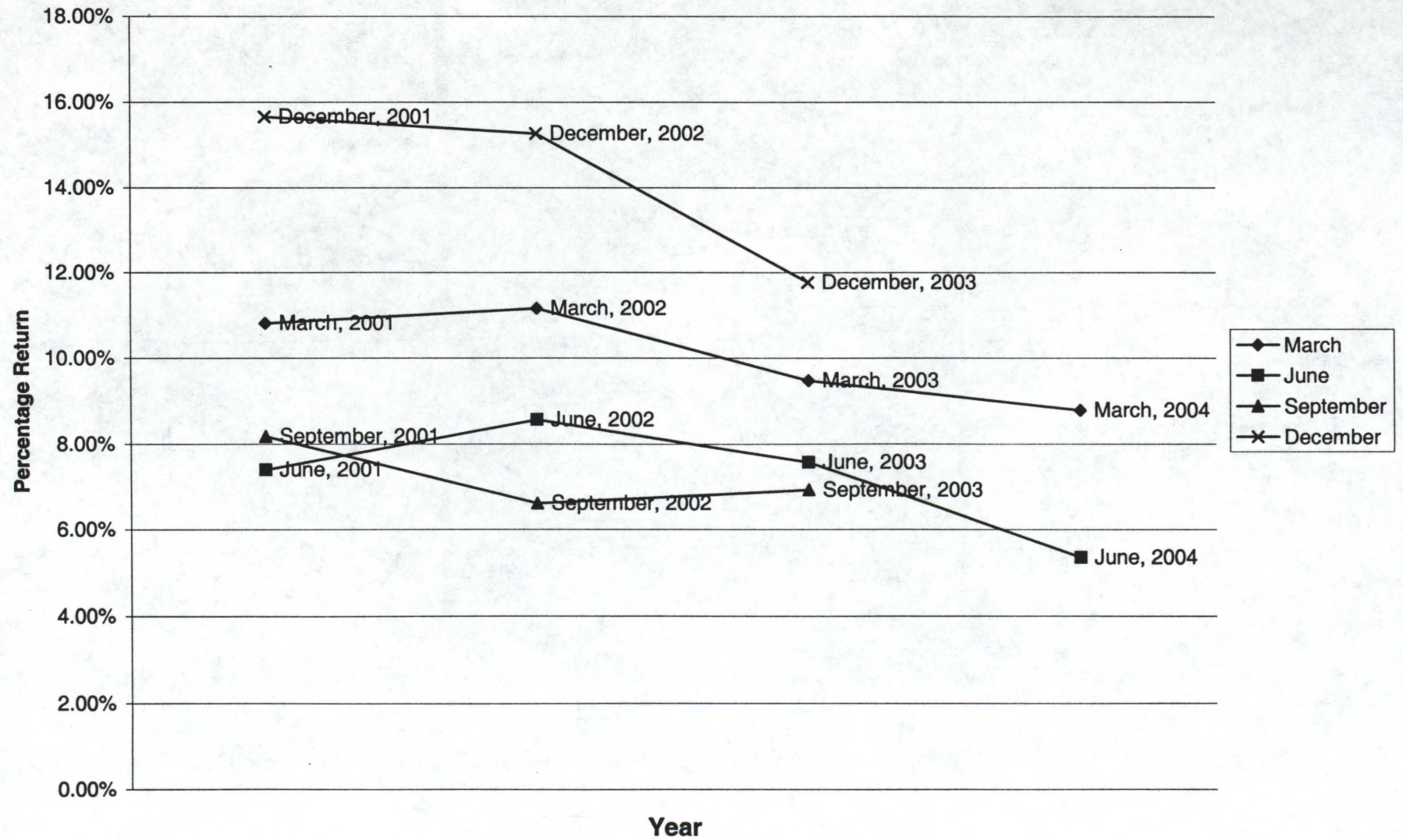
To address this issue, I plan to do the following:

- * Write a clear and compelling letter to donors for the September ABC, outlining the urgent need to keep up activism at this political moment.
- * Include a hand-written note to the top 50 contributors and a hand-addressed envelope with the appeal.
- * Provide Board Members with packets for outreach to their friends and colleagues.
- * Follow-up with potential foundation givers, including Tides Foundation and Vanguard Foundation, which have provided significant donor-directed grants in the past, and the Art Appreciation Fund, which recently contacted Resist requesting a proposal.

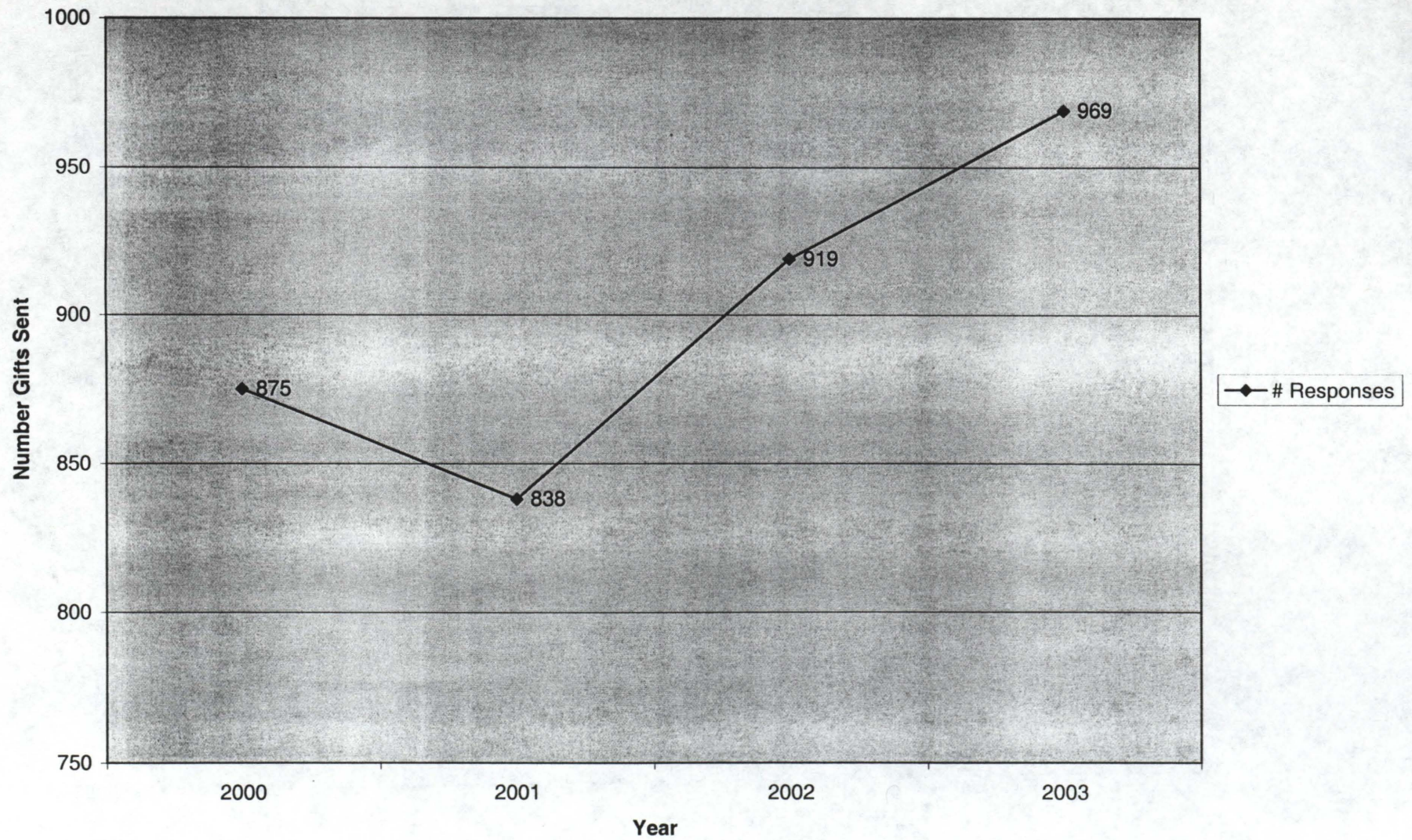
ABC Money Returned



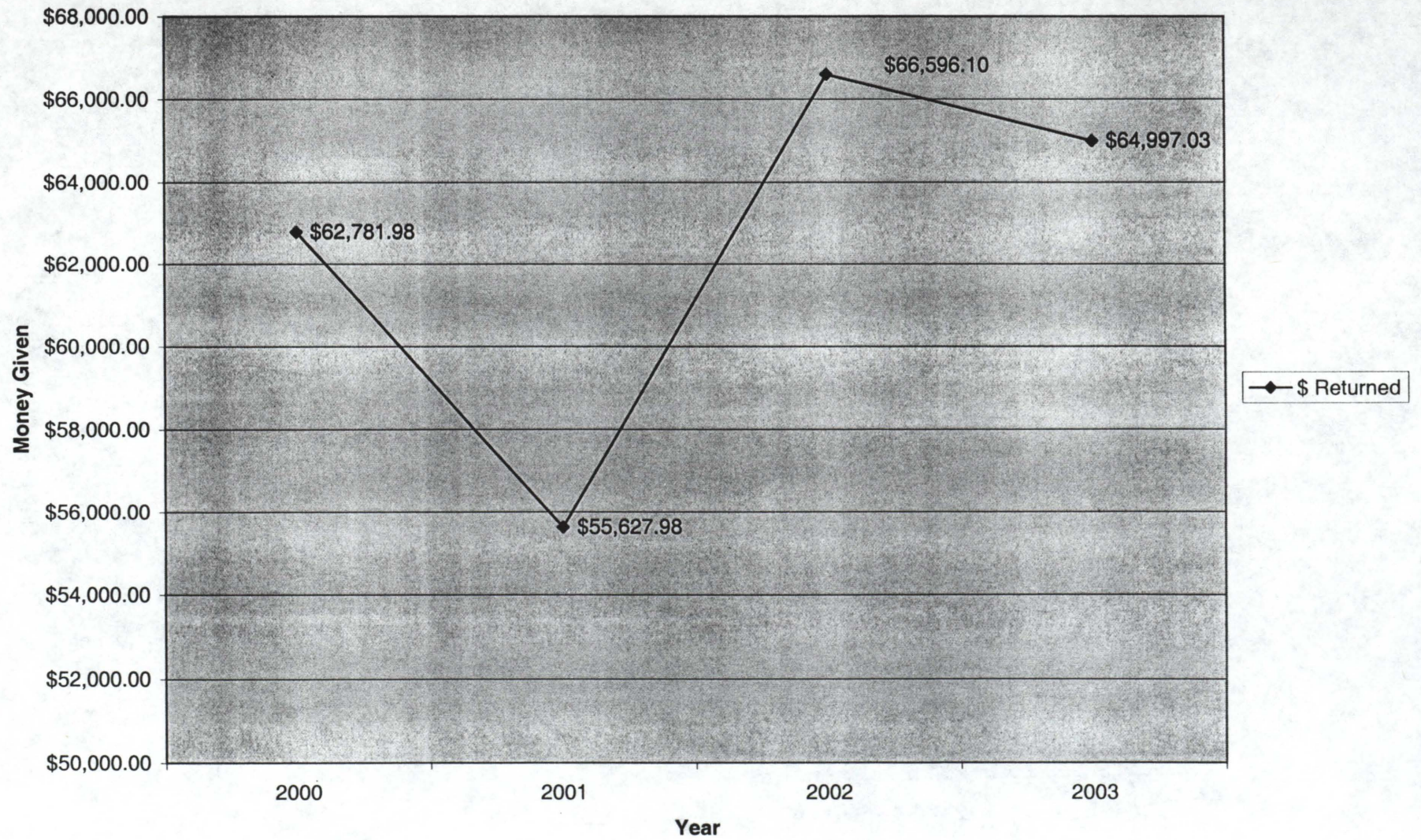
ABC Percent Return By Year



Newsletter Responses by Year



Newsletter Contributions by Year



February 6, 2003

To: RESIST Board of Directors
From: Carol
RE: 2002 Fund Raising Mailings

For an analysis of the past year's fund raising I want to bring to your attention the attached Charts of Giving 1997-2002. The graphs show the change in overall giving and giving within certain funding ranges between 1997 and 2002.

Overall, we can see a steady rise in donations along all categories between 1997 and 2001, particularly in large gifts. However, last year we realized our first decrease in overall dollars contributed, although the total number of gifts increased.

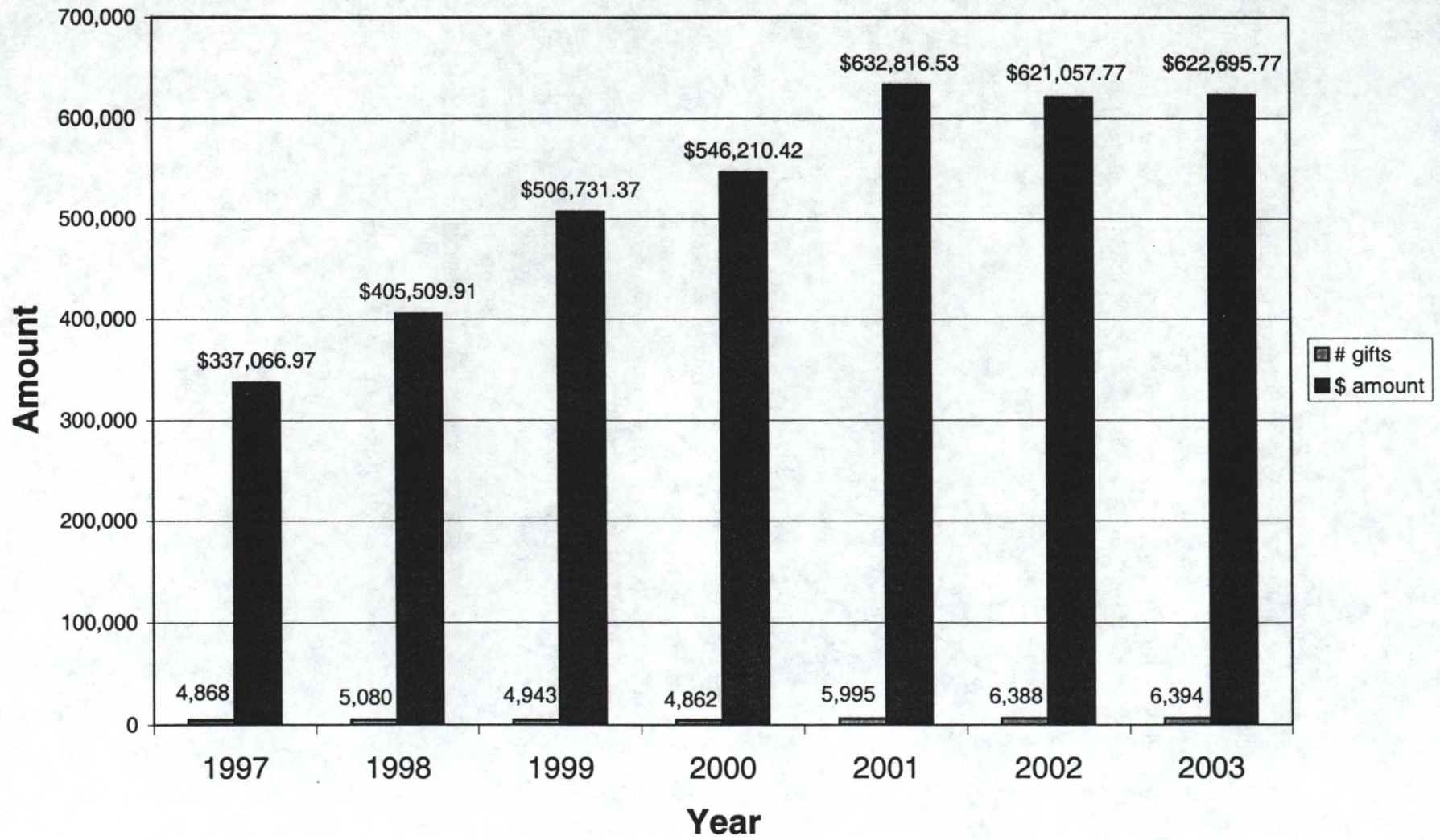
Compared to FY2001, last year saw an increase in the following donation categories: gifts less than \$25; gifts between \$50 and \$100; and gifts of \$100-500. During the same time period, major gifts over \$500 dropped, as did overall dollar amount given. Gifts between \$25-50 stayed relatively constant.

In a nutshell, these data tell us a couple of important things:

1. As has been experienced throughout the charitable sector, the size of large gifts is decreasing. Because fund raising is based on a "pyramid" model in which the few donors at the top of the pyramid give a large portion of the overall funds, this drop in major gifts impacted the whole donation income graph.
2. Although the dollar amount of all donations was less in FY2002 than FY2001, the number of gifts increased by more than a gift a day. This is due to a steady Prospect Mailing program and consistent in-house supporters. The bread-and-butter donors of RESIST remain involved and intent on supporting the work.

Based on only a one-year slip in major giving, I hesitate to make any conclusions. However, it seems clear that the economic uncertainty and volatility that has affected many foundations and nonprofits has also affected our major givers to some extent. While these are only a couple of handfuls of contributors, they represent sizable gifts. At this time, I do not recommend any special process to shore up these donors because it is unclear how their pattern of giving may be changing. I will, however, spend appropriate attention on remaining in contact with RESIST's top 50 contributors with updates and notes of thanks.

All Donations



Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/04-6/30/04):

Big Picture:

(refer to Balance Sheet- A)

Assets:

Current total assets are approximately \$125,000 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	\$46,000
FY04 income is down approximately	\$29,500
Stock Assets are down approximately	\$11,000

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

Currently **income is down** approximately \$21,000 and **expenses are up** approximately \$46,000 in relation to budgeted amounts. As a result, **net income** (expenses over income) is a **loss** of approximately \$67,000 in relation to the anticipated budget for this period of time.

Revenue:

2004 Y-T-D revenue is *down about \$21,400* in comparison to Y-T-D budget figures (\$245,258 v \$266,669). This difference in relation to the budget is made up of the following factors:

-Internal Mailing Contributions are down overall about \$8,430.	
- Pledge Income is down	(\$2,300)
- Newsletter Income is down	(\$6,809)
- ABC Income is up	\$750
-Prospect Income is down	(\$5,536)
- Special Contributions are down \$14,000	
Foundation contributions are down about	(\$18,700)
Unsolicited Contributions are up	\$2,000
Stock Contributions are up about	\$2,800

<u>Losses: Total:</u>	(\$27,809)
<u>Gains: Total:</u>	\$5,555

*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.

See table at end for additional clarification of numbers.

Expenses:

Total expenses 2004 Y-T-D are about \$45,850 over budget.

Over-budget amount: **\$62,400**

- **Prospect mailing costs** are up about \$5,000
- **General and Administrative costs** are up about \$5,400
- **Grants** are up about \$52,000

Under-budget amount: **(\$16,800)**

Internal Mailing Costs are \$4,000 under budget because:

- **ABC costs** (\$3,000)
- **Pledge mailing costs** (\$900)
- **Personnel Costs** (\$4,000)
- **Misc. expenses** (\$2,500)
- **Board expenses** (\$1,200)
- **Other Fundraising Costs** (\$1,200)
- **Newsletter Costs** (\$4,000)

The combined \$21,400 loss in income and the \$45,850 increase in expenses result in the \$67,250 negative difference in net income between 2004 Y-T-D actual and the FY04 Y-T-D Budget.

Income

Pledge	(\$2,300)
Newsletter	(\$6,809)
Prospect	(\$5,536)
Foundations	(\$18,700)
Losses	(\$27,809)

ABC	\$750
Unsolicited	\$2,000
Stock	\$2,800
Gains	\$5,555
Total	(\$22,254)

Finance Committee Minutes
July 29, 2004

Present: Pam Chamberlain, Robin Carton, Wenda Tai (comments sent from individual meeting)

1. Review of Financial Statements

The Committee reviewed the current financial position and determined that several mid-course corrections need to be made based upon current Resist's financial status.

Currently **income is down** approximately **\$21,000** and **expenses are up** approximately **\$46,000** in relation to budgeted amounts. As a result, **net income** (expenses over income) is a **loss** of approximately **\$67,000** in relation to the anticipated budget for this period of time.

a. Grant Overspending

As of June 30th, grant spending is currently \$52,000 over budget. There is only about \$105,000 left in the budget for the upcoming three cycles.

Proposal: The Committee re-iterates its prior proposal that the Board take a more stringent approach to giving out grants, using an even more deliberative process before giving out funds. During the August grant giving cycle, the Board should limit its spending to \$33,000 in order to preserve funds for the next two cycles.

b. Unbudgeted Personnel Costs

The Committee was concerned about unbudgeted personnel costs due to the need for temporary help while Yafreisy is on maternity leave. The total cost for coverage of her leave is approximately \$8,500. \$5670 would be attributed to FY04 and \$2,833 to FY05.

c. Accrued Paid Leave

The Committee noted that accrued paid leave, for which Resist is liable, has now risen to approximately \$16,700.

Recommendation: The Committee recommends that the Personnel Committee review with each staff member the amount of their accrued vacation and comp time.

d. Board Fundraising

The Finance Committee will remind Board members about the strategies laid out in the 2004 budget narrative for the Board's fundraising role. The 2004 budget goal is in part dependent upon the Board's agreement to participate.

The budget proposal accepted by the Board stated: *Increase Board outreach to potential donors.*

This is a modest proposal that each Board member write a letter and send an information packet to 10 additional individuals that they know who might be interested in Resist. They could be family members, colleagues, fellow activists, etc. Projected income: If 10 Board members contact 10 people, and at least two individuals give an average of \$50, that would raise \$1,000. Responses could be considerably higher.

Carol will put packets together and bring them to the meeting to give out.

e. Line Items to Check

- *Prospect Mailing Costs*

Consultant costs exceed annual budget (\$10,250 v. \$6,000)

- *Professional Fees*

Accounting costs exceed annual budget (\$10,200 v. \$10,000)

- *Occupancy Expenses*

Rent exceeds Y-T-D budget (\$19,535.43 v. \$16,858)

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

A

ASSETS

Current Assets

Checking/Savings

Wainwright Bank Checking	(10,192.42)	106,020.24
Petty cash	50.00	50.00
Total Checking/Savings	(10,142.42)	106,070.24

Other Current Assets

Investments

Resist Endowment

NB Socially Responsive	14,925.50	12,630.50
Calvert Social Investment	60,697.89	58,868.54
Schwab Endowment	2,061.78	2,058.63
Total Resist Endowment	77,685.17	73,557.67

Operating Fund

Cash & Money Market Funds	27,888.68	27,838.19
Total Operating Fund	27,888.68	27,838.19

Loan Fund

13310 - 0310

Citizens Core Growth	4,814.65	4,373.09
Women's Equity Mutual Fund	34,434.31	28,295.12
Domini Social Equity Fund	13,073.39	10,981.09
Calvert Social Balanced	9,591.50	8,619.94
Calvert Social Investment Fund	16,165.44	15,678.23
Cash & Money Market Fund	6,527.62	36,488.93
Sun Microsystem Inc.	60.62	384.65
Total Investment Fund	84,667.53	104,821.05

Holmes Memorial

Domini Social Equity Fund	7,005.42	5,977.03
Cash & Money Market Funds	7,233.78	7,220.37
Holmes Memorial - Other	110.43	0.00
Total Holmes Memorial	14,349.63	13,197.40

Cohen Memorial

Cash & Money Market Funds	7.03	7.03
Domini Social Equity Fund	8,892.95	7,606.51
Cohen Memorial - Other	162.85	0.00
Total Cohen Memorial	9,062.83	7,613.54

Calvert Social Inv Balanced

Morgan Stanley	2,018.76	0.00
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Total Investments

Inventory T-shirts	666.96	1,754.75
Prepaid expenses		
Liability Insurance	4,207.80	1,062.72

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

	<u>Jun 30, 04</u>	<u>Jun 30, 03</u>
Other	383.37	1,728.64
Postage	399.41	(565.54)
Property Insurance	380.68	0.00
Total Prepaid expenses	<u>5,371.26</u>	<u>2,225.82</u>
 Total Other Current Assets	 <u>240,767.30</u>	 <u>249,425.63</u>
 Total Current Assets	 230,624.88	 355,495.87
 Fixed Assets		
Accum depr leasehold imp	(7,924.04)	(9,368.18)
Accum depr of furn & fix	(32,619.04)	(28,725.40)
Leasehold improvements	15,064.68	15,064.68
Furniture, fixtures, & equip	<u>36,130.38</u>	<u>34,283.49</u>
Total Fixed Assets	<u>10,651.98</u>	<u>11,254.59</u>
 Other Assets		
Deposits	<u>2,230.00</u>	<u>2,230.00</u>
Total Other Assets	<u>2,230.00</u>	<u>2,230.00</u>
 TOTAL ASSETS	 <u><u>243,506.86</u></u>	 <u><u>368,980.46</u></u>
 LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts payable	(1,952.74)	3,710.00
Grants payable	<u>57,000.00</u>	<u>57,000.00</u>
Total Accounts Payable	<u>55,047.26</u>	<u>60,710.00</u>
 Other Current Liabilities		
Payroll Liabilities		
FICA withheld	1,403.39	854.01
Medicare withheld	(27.16)	0.00
Federal withholding	1,587.48	1,422.00
MA withholding	425.12	461.35
403 (b) deferred comp	1,505.04	982.20
403(b) defined	<u>(168.10)</u>	<u>0.00</u>
Total Payroll Liabilities	<u>4,725.77</u>	<u>3,719.56</u>
 Accrued payroll and taxes		
403 (b) employer match	134.86	0.00
FICA ER	(117.23)	0.00
Medicare ER	(27.16)	0.00
MA unemployment	154.65	261.00
Accrued paid leave	<u>16,706.22</u>	<u>12,750.41</u>
Total Accrued payroll and taxes	<u>16,851.34</u>	<u>13,011.41</u>
 Security deposits held	 <u>1,750.00</u>	 <u>1,500.00</u>

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

	<u>Jun 30, 04</u>	<u>Jun 30, 03</u>
Total Other Current Liabilities	<u>23,327.11</u>	<u>18,230.97</u>
Total Current Liabilities	<u>78,374.37</u>	<u>78,940.97</u>
Total Liabilities	78,374.37	78,940.97
Equity		
Fund balance general	301,176.21	334,558.11
Opening Bal Equity	0.00	14,108.92
Net Income	<u>(136,043.72)</u>	<u>(58,627.54)</u>
Total Equity	<u>165,132.49</u>	<u>290,039.49</u>
TOTAL LIABILITIES & EQUITY	<u><u>243,506.86</u></u>	<u><u>368,980.46</u></u>

RESIST, INC.
Board Report
January through June 2004

B

	Jan - Jun 03				
	Jan - Jun 04	Budget	\$ Over Budget	Jan - Dec 04	
Ordinary Income/Expense					
Income					151,285.11
Internal Mailings	136,767.88	145,198.00	(8,430.12)	365,000.00	21,741.00
Prospecting	13,520.57	19,056.00	(5,535.43)	48,000.00	850.00
Other Revenue	3,763.15	735.00	3,028.15	1,850.00	86,192.29
Special contributions	86,582.52	100,555.00	(13,972.48)	252,650.00	1,531.01
Investment Income	1,226.77	965.00	261.77	2,300.00	1,926.74
Unrealized gain (loss)	3,397.15				11,038.74
Miscellaneous revenue	0.00	160.00	(160.00)	400.00	65.70
Total Income	245,258.04	266,669.00	(21,410.96)	670,200.00	274,630.59
Expense					
FUNDRAISING					
Internal Mailing Costs	5,798.92	9,698.00	(3,899.08)	19,400.00	6,612.23
Prospecting Mailing Costs	29,753.00	24,642.00	5,111.00	49,300.00	26,653.18
Other Fundraising Costs	508.34	1,715.00	(1,206.66)	3,420.00	1,008.93
Sub total	36,060.26	36,055.00	5.26	72,120.00	34,274.34
PROGRAM					
Grant	195,574.49	143,920.00	51,654.49	305,000.00	149,600.00
Grants Program	1,768.67	1,450.00	318.67	2,900.00	1,454.88
Newsletter Costs	20,819.99	24,975.00	(4,155.01)	49,950.00	22,533.94
Website & Internet	449.46	499.00	(49.54)	1,000.00	488.68
Sub total	218,612.61	170,844.00	47,768.61	358,850.00	174,077.50
OTHER					
Personnel	84,443.94	88,122.00	(3,678.06)	176,240.00	83,220.35
General and Administrative	37,558.87	32,163.16	5,395.71	64,234.00	39,164.62
Misc expenses	1,463.08	3,901.00	(2,437.92)	7,800.00	704.57
Board Expense	3,335.74	4,548.00	(1,212.26)	9,100.00	2,213.76
Sub total	126,801.63	128,734.16	(1,932.53)	257,374.00	125,303.30
Total Expense	381,474.50	335,633.16	45,841.34	688,344.00	333,655.14
Net Ordinary Income	(136,216.46)	(68,964.16)	(67,252.30)	(18,144.00)	(59,024.55)
Other Income/Expense					
Other Expense					
Gain/loss on investments					319.55
Suspense	(172.74)				(77.46)
Total Other Expense	(172.74)				397.01
Net Other Income	172.74				397.01
Net Income	<u>(136,043.72)</u>	<u>(68,964.16)</u>	<u>(67,079.56)</u>	<u>(18,144.00)</u>	<u>(58,627.54)</u>

RESIST, INC.
Profit & Loss
January through June 2004

	Jun 04	Jan - Jun 04	YTD Budget	Annual Budget	Jan - Jun 03
Ordinary Income/Expense					
Income					
Internal Mailings					
Pledges	7,162.00	59,324.25	61,690.00	155,000.00	64,141.25
Newsletter	3,289.00	21,775.00	28,584.00	72,000.00	26,168.61
ABC/House mailings	5,869.63	55,668.63	54,924.00	138,000.00	60,975.25
Total Internal Mailings	16,320.63	136,767.88	145,198.00	365,000.00	151,285.11
Prospecting	5,053.07	13,520.57	19,056.00	48,000.00	21,741.00
Other Revenue					
Fiscal sponsorship fees	30.00	146.31	80.00	200.00	102.00
List Sales - names in the news		0.00	199.00	500.00	
List Sales - other		630.00			
Royalties		0.00	40.00	100.00	
T-shirt sales		182.00	595.00	1,500.00	748.00
T-shirt expense		0.00	(179.00)	(450.00)	
NWTRCC	570.00	2,779.84			
Other Revenue - Other		25.00			0.00
Total Other Revenue	600.00	3,763.15	735.00	1,850.00	850.00
Special contributions					
Foundations	250.00	23,890.63	42,586.00	107,000.00	14,894.08
Matching Grants		300.00			
Unsolicited	2,005.00	49,650.00	47,760.00	120,000.00	68,811.17
Stocks	4,020.78	12,741.89	9,950.00	25,000.00	2,487.04
Special contributions - Other		0.00	259.00	650.00	
Total Special contributions	6,275.78	86,582.52	100,555.00	252,650.00	86,192.29
Investment Income					
Bank Interest	7.87	70.45	595.00	1,500.00	98.68
Calvert Balanced		29.24	180.00	400.00	92.60
Domini Social Investment	33.23	60.09	190.00	400.00	68.98
Calvert Bond	146.19	974.07			1,163.51
Schwab One Accounts	6.06	92.92			107.24
Total Investment Income	193.35	1,226.77	965.00	2,300.00	1,531.01
Unrealized gain (loss)					
Citizens Index		(98.43)			
Womens Equity Fund		1,800.60			
Domini Social Investment	273.28	1,041.24			
Calvert Balanced		190.68			
Sun Microsystems		(2.24)			
Neuberger Berman	244.32	296.14			
Calvert Bond	349.50	169.16			
Total Unrealized gain (loss)	867.10	3,397.15			12,965.48
Miscellaneous revenue		0.00	160.00	400.00	65.70
Total Income	29,309.93	245,258.04	266,669.00	670,200.00	274,630.59

RESIST, INC.
Profit & Loss
January through June 2004

	Jun 04	Jan - Jun 04	YTD Budget	Annual Budget	Jan - Jun 03
Expense					
Internal Mailing Costs					
Pledge program					
Printing	140.00	1,696.74	1,602.00	3,200.00	2,163.29
Postage	389.55	704.95	1,500.00	3,000.00	1,224.91
Mailhouse	223.14	839.37	998.00	2,000.00	477.19
Total Pledge program	752.69	3,241.06	4,100.00	8,200.00	3,865.39
ABC/House mailings					
Printing	515.00	1,236.54	1,998.00	4,000.00	294.00
Postage	14.35	651.32	2,100.00	4,200.00	1,999.74
Mailhouse	335.00	670.00	1,500.00	3,000.00	453.10
Total ABC/House mailings	864.35	2,557.86	5,598.00	11,200.00	2,746.84
Total Internal Mailing Costs	1,617.04	5,798.92	9,698.00	19,400.00	6,612.23
Prospecting Mailing Costs					
Printing	7,283.33	7,919.17	8,480.00	17,000.00	8,396.70
Postage	212.17	8,861.78	6,510.00	13,000.00	6,749.07
Mailhouse	2,722.05	2,722.05	3,098.00	6,200.00	2,607.05
Consultants	4,250.00	10,250.00	3,000.00	6,000.00	5,876.70
Photos and graphics		0.00	52.00	100.00	
List rentals		0.00	3,502.00	7,000.00	3,023.66
Prospecting Mailing Costs	14,467.55	29,753.00	24,642.00	49,300.00	26,653.18
Other Fundraising Costs					
Thank you cards					
Printing		235.00	102.00	200.00	105.00
Postage	26.27	273.34	450.00	900.00	890.28
Purchase	26.27	0.00	26.00	50.00	
Thank you cards	26.27	508.34	578.00	1,150.00	995.28
Other					
Misc costs		0.00	1,002.00	2,000.00	13.65
Promo T-shirts		0.00	135.00	270.00	
Other		0.00	1,137.00	2,270.00	13.65
Other Fundraising Costs		508.34	1,715.00	3,420.00	1,008.93
Grant					
Regular grants	58,500.00	156,984.65	110,920.00	236,000.00	131,600.00
Multi-year grants	12,000.00	30,000.00	30,000.00	66,000.00	18,000.00
Salzman grants	3,000.00	6,000.00	3,000.00	3,000.00	
NWTRCC donor directed grants	380.00	2,589.84			0.00
Grant	73,880.00	195,574.49	143,920.00	305,000.00	149,600.00

RESIST, INC.
Profit & Loss
January through June 2004

	Jun 04	Jan - Jun 04	YTD Budget	Annual Budget	Jan - Jun 03
Grants Program					
Library		0.00	51.00	100.00	
Printing		119.04	175.00	350.00	167.50
Postage	111.72	1,433.00	324.00	650.00	412.38
Membership dues - organization		216.63	900.00	1,800.00	575.00
Supplies					300.00
Grants Program	111.72	1,768.67	1,450.00	2,900.00	1,454.88
Newsletter Costs					
Printing	1,550.00	12,065.17	12,502.00	25,000.00	13,461.45
Postage	936.05	4,156.28	6,998.00	14,000.00	4,898.11
Mailhouse	1,512.52	4,494.54	4,500.00	9,000.00	3,597.38
Consultants	104.00	104.00	600.00	1,200.00	156.00
Photos and graphics		0.00	375.00	750.00	421.00
Newsletter Costs	4,102.57	20,819.99	24,975.00	49,950.00	22,533.94
Website & Internet	74.91	449.46	499.00	1,000.00	488.68
Personnel					
Employee Salaries	10,543.92	65,363.32	69,156.00	138,308.00	65,103.04
Payroll taxes	806.61	5,881.15	6,000.00	12,000.00	4,807.16
Pension plan match	421.78	2,545.80	2,667.00	5,332.00	2,052.18
Health insurance	2,260.73	10,653.67	9,000.00	18,000.00	11,257.97
Workers compensation		0.00	300.00	600.00	
Staff development		0.00	999.00	2,000.00	
Personnel	14,033.04	84,443.94	88,122.00	176,240.00	83,220.35
General and Administrative					
Supplies	346.41	1,881.13	1,101.00	2,200.00	1,655.69
Printing & copying		1,354.55	375.00	750.00	855.40
Books, subscriptions, reference		1,411.00	102.00	200.00	88.00
Dues and fees		150.00			
Telephone	288.16	1,370.87	1,500.00	3,000.00	884.82
Minor office equipment	119.68	407.70	1,748.00	3,500.00	1,026.33
Postage, shipping, delivery					
UPS	36.00	0.00	26.00	50.00	789.39
US Post Office		1,050.81	1,100.00	2,200.00	
Postage due/BRE envelopes	28.06	1,326.44	1,251.00	2,500.00	1,800.00
Postage, shipping, delivery - Other		200.03			
Postage, shipping, delivery	64.06	2,577.28	2,377.00	4,750.00	2,589.39
Professional Fees					
Temporary help	200.75	606.45	2,498.00	5,000.00	
Accounting		10,200.00	5,001.00	10,000.00	8,625.00
Consultants		1,225.00	248.00	500.00	2,927.50
Brokerage fees		79.70			236.22
Professional Fees	200.75	12,111.15	7,747.00	15,500.00	11,788.72
Equip rental & maintenance	123.00	123.00			1,200.00

RESIST, INC.
Profit & Loss
January through June 2004

	Jun 04	Jan - Jun 04	YTD Budget	Annual Budget	Jan - Jun 03
Insurance					
Liability	54.20	306.60	379.00	757.00	918.11
Computer		0.00	46.00	89.00	86.66
Property		190.32			
Insurance	54.20	496.92	425.00	846.00	1,004.77
Advertising and Outreach					
Brochure		0.00	2,001.00	4,000.00	
Advertising	95.00	1,060.00	999.00	2,000.00	1,694.50
Advertising and Outreach	95.00	1,060.00	3,000.00	6,000.00	1,694.50
Occupancy expenses					
Rent	2,835.42	19,535.43	16,858.00	33,713.00	18,837.50
Repairs and maintenance	195.00	195.00	750.00	1,500.00	212.40
Utilities	133.93	725.27	1,751.00	3,500.00	724.11
Real Estate Taxes					1,065.38
Sub lease (rent)	(1,179.17)	(6,804.18)	(6,991.68)	(14,066.70)	(5,612.50)
Sub lease (utilities)	(46.06)	(365.88)	(679.16)	(1,358.30)	(237.85)
Occupancy expenses	1,939.12	13,285.64	11,688.16	23,288.00	14,989.04
Travel & meetings expenses					
Conference, convention, meeting		0.00	600.00	1,200.00	284.02
Meals, food	50.19	119.38			
Travel	50.19	201.00	1,500.00	3,000.00	1,103.94
Travel & meetings expenses	100.38	320.38	2,100.00	4,200.00	1,387.96
General and Administrative - Other		1,009.25			
General and Administrative	3,280.57	37,558.87	32,163.16	64,234.00	39,164.62
Misc expenses					
Depreciation & amortization exp		0.00	2,752.00	5,500.00	
Bank & credit card fees	140.90	995.27	1,000.00	2,000.00	684.87
Interest Expense					
Finance Charges		59.61			
Late Fees	21.75	73.00			
Interest Expense	21.75	132.61			
Taxes		275.00			15.00
Tax penalties and interest		0.00	25.00	50.00	
Misc expenses - Other		60.20	124.00	250.00	4.70
Misc expenses	3,443.22	1,463.08	3,901.00	7,800.00	704.57
Board Expense					
Copying		1,276.23	1,500.00	3,000.00	1,281.37
Postage		154.65	750.00	1,500.00	625.79
Travel	535.80	1,258.50	1,500.00	3,000.00	2.00
Food	42.79	584.60	750.00	1,500.00	304.60
Outreach		0.00	48.00	100.00	
Other		61.76			
Board Expense	578.59	3,335.74	4,548.00	9,100.00	2,213.76
Total Expense	115,615.48	381,474.50	335,633.16	688,344.00	333,655.14

RESIST, INC.
Profit & Loss
January through June 2004

	Jun 04	Jan - Jun 04	YTD Budget	Annual Budget	Jan - Jun 03
Net Ordinary Income	(86,305.55)	(136,216.46)	(68,964.16)	(18,144.00)	(59,024.55)
Other Income/Expense					
Other Expense					
Gain on investments					319.55
Suspense		(172.74)			(77.46)
Total Other Expense		(172.74)			397.01
Net Other Income		172.74			397.01
	(86,305.55)	(136,043.72)	(68,964.16)	(18,144.00)	(58,627.54)

Draft Assignments for calling advisors

Interested *	Frank Broadhead
Nikhil Hank	Bell Chevigny
Can't come NO	Noam Chomsky
Pam	Kate Cloud
Kendra	Ty dePass
Interested *	Tess Ewing
Becca	Norm Frutchter
Yafeisy	Renae Gray
Interested *	Frank Joyce
Marc	Hans Koning
Hank	Paul Lauter
Cynthia	June Lee
Kay	Pen Loh
Robin →	Amanda Matos-Gonzalez
Can't come NO	Richard Ohmann
Hank	Wayne O'Neill
Paya Robin	Carlos Otero
Cynthia	Grace Paley
Abby	Roxanna Pastor
Carol	Merble Reagon
Robin →	Cheryl Smith
Kendra	Amy Swerdlow
Carol	George Vickers
Kay	Nancy Wechsler
Cynthia	Fran White

Ask re: meeting - interested in coming
 questions on questionnaire
 PR - other ideas

Executive Committee Minutes
July 14, 2004

Marc (chair), Hank, Pam, Robin; plus Carol for Fundraising and Communications

1. DNC and Boston Social Forum

July 23-25. Robin is checking to see if we can get a table and how to get it.

If we get a table, Marc will email board to see who can sit. Hank volunteered to table on Friday. Intern might coordinate table if we get a table.

2. BOARD DEVELOPMENT. CAROL, BECCA, CYNTHIA, MARC (chair)

Meeting scheduled for 7/27.

New Board candidates: Nelson Salazar, Gladys Vega, Gabe Gamacho, Ann Lipset, someone from PRYSM. Tito Mesa is too busy but will recommend others.

Chair: Marc chair until Cynthia takes over in fall.

Hank didn't send the Retreat minutes to the advisors because they didn't seem to be self-explanatory.

3. FUNDRAISING. KAY (chair), CAROL, WEC

Numerous problems getting local post office to deliver our business reply envelopes. No staffing for that task. Robin has been dealing with this at higher levels.

4. FINANCE. PAM (chair), ROBIN, NIKHIL, YAFREISY, WENDA TAI

Hasn't met lately.

Approved this wording for personnel policies, to go to board for approval (changes in all caps: "The Board approves salaries and benefits for all employees. Staff members will automatically receive a cost of living adjustment (COLA) every January, as determined by the US Bureau of Labor Statistics for the Boston metropolitan area. AT THE SAME TIME, EACH STAFF MEMBER WILL RECEIVE A SALARY INCREASE BASED ON SENIORITY AND CONTINUING GOOD SERVICE, SO LONG AS THE ORGANIZATION'S FINANCES PERMIT. The Personnel Committee may also recommend bonuses for staff members who perform exceptional service, and if approved by the Board, to be awarded in December."

5. GRANTS. KENDRA (chair), KAY, ROBIN, YAFREISY., LEILA

Met 7/14. Finished weeding grants. 25 for board meeting.

Kendra is now chair.

More discussion of proposal to shift to all general support grants. They will coordinate an e-mail discussion before discussion at next board meeting.

From 6/6/04 board meeting:

Proposal: All Resist grant funding will be provided as general support as a means of enabling grantees to build infrastructure and capacity while engaged in on-going social justice activism.

AGREED to share questions by e-mail with the Grant Committee between now and the next Board meeting with caveat not to flame each other via e-mail responses; Grant Committee will respond and initiate an e-mail discussion.

Main items on the Grants Committee Agenda:

1. Current and historical funding patterns by geography and subject

A discussion about Resist's funding patterns to look for gaps or areas to do more outreach. The Committee has overview documents to facilitate that discussion.

2. Increased Visibility

Look at current outreach/funding statistics and tactics to determine if other methods are necessary to promote Resist's grantmaking program.

3. Application Change re Board Members

Discuss if necessary to ask grant applicants for a list of their Board members with their organizational affiliations. What will this add to funding discussion?

6. COMMUNICATIONS. HANK (chair), TY, CAROL, PAYAL, ABBY, ROBERT

Update/check in.

Discussing proposal for email newsletter, with regular newsletter 6 times per year.

Communications agenda of items to think about from the Retreat:

- * Consider 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.

- * Ideas to re-vamp web site/make it fancy

- * Ideas for staff training

- * Ideas to down-size newsletter to six per year

7. STAFF

Update/check in.

Yafreisy's leave. Initial candidates can't do it. Need replacement. Soliciting ideas.

Otherwise, rolling right along.

NOTE: Board asked staff to send final updated references via e-mail by (or before) mid-day on the Friday before the Board meeting, because some Board members do not have access to their e-mails at home. References that arrive after that time should be circulated on Sunday morning.

A few hard copies of full references will be available at board meeting

Early stages of possible re-division of staff roles to spread work more evenly and rotate tasks. First task: staff to create a grid or some other way of listing who does what at present. Will eventually be a task for Personnel Committee

8. TA. Becca (chair), KAY, ROBIN, YAFREISY

Update/check in.

Will meet 7/21.

From 6/6/04 board meeting: October deadline to bring proposals with budgetary implications to the Board. If proposals require a different distribution of staff time, TA Committee to work with Personnel Committee. Suggested that the TA Committee could add non-Board members

From 6/6/04 board meeting: Site visits. How do we think about this and should we spend money to do this?

Committee created to assess, evaluate, propose around these 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.)

9. PERSONNEL HANK (chair), LEILA, MARC

Update/check in.

Staff has begun discussing (and implementing) some task shifting, largely to balance load off Carol.

Approved at 6/6/04 board meeting:

- * From now until the expiration of the present health policy, the organization will reimburse each staff member employed 20 plus hours per week up to \$500, for chiropractic and/or vision correction services (e.g., glasses or contact lenses) recommended by a physician or vision professional.
- * The staff shall seek health plans which may include these latter benefits, and bring these, along with cost estimates to the Personnel Committee before 12/31/04.
- * Strike the paragraph headed "Disability Insurance" from the current Personnel Policies.

No need to send new policies to all board members because above is temporary. Policies are posted on Web site.

Revising Robin's Job Description: To be discussed after the TA committee makes progress.

10. CHAIRING BOARD MEETINGS.

Approved at 6/6/04 board meeting:

- A. We go down the list of board members in alphabetical order.
- B. Business minute taker: start with first name in the list
- C. Business chair: business minute taker from previous meeting
- D. Grants chair: start a few names down the list
- E. Food volunteers: start a few more names down the list.
- F. Thereafter: going down the list.
- G. If someone is NOT at the meeting for which they have responsibilities: trade!

* Board asked for a list of meeting dates to be sent out including a list of who is responsible for what duties, and that reminders will be sent out of responsibilities prior to specific meeting.

11. AUGUST 1 BOARD MEETING

August 1 Chairs: Pam for business, Yafeisy for grants

August 1 Minute Takers: Becca for business, Robin for grants

Lunch: Marc, Payal

NOTE PROPOSED NEW START TIME. More time allotted for grants. Is it enough?

POLITICAL DISCUSSION: What topic? How to do? When to do it (i.e., over lunch, right after lunch)?

OTHER AGENDA ITEMS? What items from committees should be specified on the agenda, separate from brief updates? Esp. items for decisions.

DRAFT AGENDA

NOTE EARLY START TIME

- A. Meet, eat, greet (10:15-10:30)
- B. Agenda review (10:30-10:35)
- C. Approve (or not) minutes of January 2004 retreat (10:35-10:40)
- D. Grant allocations (10:40-12:30)
- E. Review/reflect on grant allocations (12:30-12:40)
- F. Lunch (12:40-1:10)
- G. General Support Grants Proposal Discussion (1:10-1:25)
- H. Yafreisy's leave replacement (1:25-1:35)
- I. Personnel Policy language on annual raises (1:35-1:45)
- J. Committee Reports: (1:45-2:30)
Staff, Board Development, Personnel, Fundraising, Finance, Communications, TA, Grants, LRPC/Executive
- K. Reports on networking and opportunities, past and upcoming (2:30-2:40)
- L. Political Discussion (2:40-3:45): Electoral politics and this political moment; report back from Boston Social Forum
- M. Review/reflect/evaluate (3:45-4:00)
- N. Adjourn

12. OTHER RETREAT/LRPC MATTERS/PARKING LOT

* Translation of materials: raises questions of resources, logistics, other languages, political vision, other translation things (newsletter, Web site). Communication and Grants Committees will look at how to approach the issues. COMMUNICATIONS to consider first.

* Making grant amount reflect Resist priorities. Sent to GRANTS

* Funding new, innovative ideas that excite the board and work to mobilize people. Sent to GRANTS

* Seeking out potential funders to give Resist money to pay for our grantees to get training over and above their regular grant from Resist. Sent to FUNDRAISING.

13. Next EC meeting: September 8, 3:30.

14. Adjourn

Finance Committee Minutes
July 29, 2004

Present: Pam Chamberlain, Robin Carton, Wenda Tai (comments sent from individual meeting)

1. Review of Financial Statements

The Committee reviewed the current financial position and determined that several mid-course corrections need to be made based upon current Resist's financial status.

Currently **income is down** approximately **\$21,000** and **expenses are up** approximately **\$46,000** in relation to budgeted amounts. As a result, **net income** (expenses over income) is a **loss** of approximately **\$67,000** in relation to the anticipated budget for this period of time.

a. Grant Overspending

As of June 30th, grant spending is currently \$52,000 over budget. There is only about \$105,000 left in the budget for the upcoming three cycles.

Proposal: The Committee re-iterates its prior proposal that the Board take a more stringent approach to giving out grants, using an even more deliberative process before giving out funds. During the August grant giving cycle, the Board should limit its spending to \$33,000 in order to preserve funds for the next two cycles.

b. Unbudgeted Personnel Costs

The Committee was concerned about unbudgeted personnel costs due to the need for temporary help while Yafreisy is on maternity leave. The total cost for coverage of her leave is approximately \$8,500. \$5670 would be attributed to FY04 and \$2,833 to FY05.

c. Accrued Paid Leave

The Committee noted that accrued paid leave, for which Resist is liable, has now risen to approximately \$16,700.

Recommendation: The Committee recommends that the Personnel Committee review with each staff member the amount of their accrued vacation and comp time.

d. Board Fundraising

The Finance Committee will remind Board members about the strategies laid out in the 2004 budget narrative for the Board's fundraising role. The 2004 budget goal is in part dependent upon the Board's agreement to participate.

The budget proposal accepted by the Board stated: *Increase Board outreach to potential donors.*

This is a modest proposal that each Board member write a letter and send an information packet to 10 additional individuals that they know who might be interested in Resist. They could be family members, colleagues, fellow activists, etc. Projected income: If 10 Board members contact 10 people, and at least two individuals give an average of \$50, that would raise \$1,000. Responses could be considerably higher.

Carol will put packets together and bring them to the meeting to give out.

Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/04-8/31/04):

Big Picture:

(refer to Balance Sheet- A)

Assets:

Current total assets are approximately \$112,500 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	\$40,000
Stock Assets are down approximately	\$37,000
Fundraising Costs are down approximately	\$10,000
Newsletter costs are down approximately	\$ 6,500
Misc. costs are down approximately	\$ 2,500

8 Month Income and Expense levels (Month End August 31, 2004) (FY 2004 compared to Budget: refer to Board Report - B):

Currently **income is down** approximately **\$54,000** and **expenses are up** approximately **\$10,000** in relation to budgeted amounts. As a result, **net income** (expenses over income) is **a loss** of approximately **\$64,000** in relation to the anticipated budget for this period of time.

Revenue:

2004 Y-T-D revenue is *down about* \$53,682 in comparison to Y-T-D budget figures (\$294,851 v \$348,534). This difference in relation to the budget is made up of the following factors:

-Internal Mailing Contributions are down overall about \$10,780.	
- Pledge Income is up	\$5,000
- Newsletter Income is down	(\$12,200)
- ABC Income is down	(\$3,500)
-Prospect Income is down	(\$10,000)
- Special Contributions are down \$34,000	
Foundation contributions are down about	(\$29,000)
Unsolicited Contributions are down	(\$2,500)
Stock Contributions are down about	(\$2,000)

<u>Losses: Total:</u>	(\$59,200)
<u>Gains: Total:</u>	\$5,000

Expenses:

Total expenses 2004 Y-T-D are about \$10,120 over budget.

Over-budget amount: \$33,500

- **General and Administrative** costs are up about \$4,500
- **Grants** are up about \$29,000

Under-budget amount: (\$23,200)

Internal Mailing Costs are \$5,000 under budget because:

- **ABC costs** (\$3,500)
- **Pledge costs** (\$1,500)

- **Prospect mailing costs** are down about (\$3,000)

- **Personnel Costs** (\$1,400)
- **Misc. expenses** (\$3,500)
- **Board expenses** (\$2,000)
- **Other Fundraising Costs** (\$1,800)
- **Newsletter Costs** (\$6,500)

The combined \$53,680 loss in income and the \$10,120 increase in expenses result in the \$63,800 negative difference in net income between 2004 Y-T-D actual and the FY04 Y-T-D Budget.

RESIST, INC.
Balance Sheet
As of August 31, 2004

A

	<u>Aug 31, 04</u>	<u>Aug 31, 03</u>
ASSETS		
Current Assets		
Checking/Savings		
10100 · Wainwright Bank Checking	279.29	73,260.38
10200 · Petty cash	50.00	50.00
Total Checking/Savings	<u>329.29</u>	<u>73,310.38</u>
Other Current Assets		
13000 · Investments	207,040.17	246,820.74
1410 · Inventory T-shirts	666.96	1,754.75
1450 · Prepaid expenses	3,987.89	2,024.41
Total Other Current Assets	<u>211,695.02</u>	<u>250,599.90</u>
Total Current Assets	212,024.31	323,910.28
Fixed Assets		
Accum depr leasehold imp	-7,924.04	-9,368.18
Accum depr of furn & fix	-32,619.04	-28,725.40
1630 · Leasehold improvements	15,064.68	15,064.68
1640 · Furniture, fixtures, & equip	36,130.38	34,283.49
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>224,906.29</u>	<u>337,394.87</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2010 · Accounts payable	457.07	3,710.00
2020 · Grants payable	57,000.00	57,000.00
Total Accounts Payable	<u>57,457.07</u>	<u>60,710.00</u>
Other Current Liabilities		
2100 · Payroll Liabilities	4,765.13	3,404.72
2130 · Accrued payroll and taxes	16,666.41	12,943.55
29000 · Security deposits held	1,750.00	1,500.00
Total Other Current Liabilities	<u>23,181.54</u>	<u>17,848.27</u>
Total Current Liabilities	<u>80,638.61</u>	<u>78,558.27</u>
Total Liabilities	80,638.61	78,558.27
Equity		
Fund balance general	301,176.21	334,558.11
3001 · Opening Bal Equity	8,577.00	14,108.92
Net Income	-165,485.53	-89,830.43
Total Equity	<u>144,267.68</u>	<u>258,836.60</u>
TOTAL LIABILITIES & EQUITY	<u>224,906.29</u>	<u>337,394.87</u>

RESIST, INC.
Balance Sheet
As of August 31, 2004

	<u>Aug 31, 04</u>	<u>Aug 31, 03</u>
ASSETS		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	279.29	73,260.38
Petty cash	50.00	50.00
Total Checking/Savings	<u>329.29</u>	<u>73,310.38</u>
Other Current Assets		
Investments		
Resist Endowment		
NB Socially Responsive	14,422.06	13,103.79
Calvert Social Investment	62,364.60	57,568.74
Schwab Endowment	2,062.11	2,059.25
Total Resist Endowment	<u>78,848.77</u>	<u>72,731.78</u>
Operating Fund		
Cash & Money Market Funds	2,890.43	27,848.61
Total Operating Fund	<u>2,890.43</u>	<u>27,848.61</u>
Loan Fund	14,114.34	14,056.84
Investment Fund		
Citizens Core Growth	4,564.61	4,623.13
Women's Equity Mutual Fund	33,302.50	29,684.16
Domini Social Equity Fund	12,560.98	11,449.74
Calvert Social Balanced	9,474.97	8,774.38
Calvert Social Investment Fund	16,609.33	15,332.05
Cash & Money Market Fund	6,528.95	36,502.73
Sun Microsystem Inc.	54.18	373.59
Total Investment Fund	<u>83,095.52</u>	<u>106,739.78</u>
Holmes Memorial		
Domini Social Equity Fund	6,836.95	6,232.12
Cash & Money Market Funds	7,235.16	7,223.13
Total Holmes Memorial	<u>14,072.11</u>	<u>13,455.25</u>
Cohen Memorial		
Cash & Money Market Funds	7.03	7.03
Domini Social Equity Fund	9,055.80	7,606.51
Total Cohen Memorial	<u>9,062.83</u>	<u>7,613.54</u>
Calvert Social Inv Balanced	4,956.17	4,369.94
Morgan Stanley	0.00	5.00
Total Investments	<u>207,040.17</u>	<u>246,820.74</u>
Inventory T-shirts	666.96	1,754.75
Prepaid expenses		
Liability Insurance	2,535.14	968.76
Other	233.40	1,728.64
Postage	981.41	-672.99
Property Insurance	237.94	0.00
Total Prepaid expenses	<u>3,987.89</u>	<u>2,024.41</u>
Total Other Current Assets	<u>211,695.02</u>	<u>250,599.90</u>
Total Current Assets	<u>212,024.31</u>	<u>323,910.28</u>

RESIST, INC.
Balance Sheet
As of August 31, 2004

	<u>Aug 31, 04</u>	<u>Aug 31, 03</u>
Fixed Assets		
Accumulated depr leasehold imp	-7,924.04	-9,368.18
Accumulated depr of furn & fix	-32,619.04	-28,725.40
Leasehold improvements	15,064.68	15,064.68
Furniture, fixtures, & equip	36,130.38	34,283.49
Total Fixed Assets	<u>10,651.98</u>	<u>11,254.59</u>
Other Assets		
Deposits	2,230.00	2,230.00
Total Other Assets	<u>2,230.00</u>	<u>2,230.00</u>
TOTAL ASSETS	<u>224,906.29</u>	<u>337,394.87</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts payable	457.07	3,710.00
Grants payable	57,000.00	57,000.00
Total Accounts Payable	<u>57,457.07</u>	<u>60,710.00</u>
Other Current Liabilities		
Payroll Liabilities		
FICA withheld	1,406.23	811.58
Medicare withheld	-26.50	0.00
Federal withholding	1,593.48	1,327.00
MA withholding	453.16	441.98
403 (b) deferred comp	1,505.04	824.16
403(b) defined	-166.28	0.00
Total Payroll Liabilities	<u>4,765.13</u>	<u>3,404.72</u>
Accrued payroll and taxes		
403 (b) employer match	136.68	0.00
FICA ER	-114.39	0.00
Medicare ER	-26.50	0.00
MA unemployment	-35.60	193.14
Accrued paid leave	16,706.22	12,750.41
Total Accrued payroll and taxes	<u>16,666.41</u>	<u>12,943.55</u>
Security deposits held	<u>1,750.00</u>	<u>1,500.00</u>
Total Other Current Liabilities	<u>23,181.54</u>	<u>17,848.27</u>
Total Current Liabilities	<u>80,638.61</u>	<u>78,558.27</u>
Total Liabilities	<u>80,638.61</u>	<u>78,558.27</u>
Equity		
Fund balance general	301,176.21	334,558.11
Opening Balance Equity	8,577.00	14,108.92
Net Income	-165,485.53	-89,830.43
Total Equity	<u>144,267.68</u>	<u>258,836.60</u>
TOTAL LIABILITIES & EQUITY	<u>224,906.29</u>	<u>337,394.87</u>

B

RESIST, INC.
PROFIT LOSS BOARD OVERVIEW
January through August 2004

	Jan - Aug 04	Budget	\$ Over Budget	Budget	Jan - Aug 03
	YTD		Annual		
Ordinary Income/Expense					
INCOME					
Internal Mailings	178,945.38	189,728.00	(10,782.62)	365,000.00	194,252.38
Prospecting	14,687.57	24,960.00	(10,272.43)	48,000.00	24,029.35
Other Revenue	1,060.81	969.00	91.81	1,850.00	980.70
Special contributions	97,483.39	131,379.00	(33,895.61)	252,650.00	110,562.25
Investment Income	1,457.84	1,289.00	168.84	2,300.00	1,994.10
Realized gain (loss)	0.00	0.00	0.00	0.00	1,926.74
Unrealized gain (loss)	1,216.74	0.00	1,216.74	0.00	11,964.51
Miscellaneous revenue	0.00	0.00	0.00	0.00	109.70
Restricted funds	0.00	209.00	(209.00)	400.00	500.00
Total Income	294,851.73	348,534.00	(53,682.27)	670,200.00	346,319.73
EXPENSE					
FUNDRAISING					
Internal Mailing Costs	7,801.30	12,932.00	(5,130.70)	19,400.00	8,774.36
Prospecting Mailing Costs	29,813.00	32,868.00	(3,055.00)	49,300.00	26,653.18
Other Fundraising Costs	574.34	2,286.00	(1,711.66)	3,420.00	1,063.93
Sub Total	38,188.64	48,086.00	(9,897.36)	72,120.00	36,491.47
PROGRAM					
Grant	224,984.65	196,040.00	28,944.65	305,000.00	199,600.00
Grants Program	1,918.64	1,934.00	(15.36)	2,900.00	1,557.29
Newsletter Costs	26,842.55	33,300.00	(6,457.45)	49,950.00	29,854.01
Website & Internet	599.28	667.00	(67.72)	1,000.00	704.83
Sub Total	254,345.12	231,941.00	22,404.12	358,850.00	231,716.13
OTHER					
Personnel	116,112.65	117,495.00	(1,382.35)	176,240.00	118,411.19
General and Administrative	47,351.52	42,856.44	4,495.08	64,234.00	44,866.83
Misc expenses	1,710.63	5,203.50	(3,492.87)	7,800.00	877.30
Board Expense	4,061.23	6,064.00	(2,002.77)	9,100.00	4,124.06
Sub Total	169,236.03	171,618.94	(2,382.91)	257,374.00	168,279.38
Total Expense	461,769.79	451,645.94	10,123.85	688,344.00	436,486.98
Net Ordinary Income	(166,918.06)	(103,111.94)	(63,806.12)	(18,144.00)	(90,167.25)
Other Income/Expense					
Gain or loss on investments					319.55
99999 - Suspense	(164.76)				17.27
Total Other Expense	(164.76)				336.82
Net Other Income	164.76				336.82
Net Income	(166,753.30)	(103,111.94)	(63,641.36)	(18,144.00)	(89,830.43)

RESIST, INC.
PROFIT LOSS BUDGET vs. ACTUAL
January through August 2004

	Aug 04	Jan - Aug 04	Budget	Budget	Jan - Aug 03
Ordinary Income/Expense					
Income					
Internal Mailings					
Pledges	13,998.50	85,565.50	80,600.00	155,000.00	84,241.75
Newsletter	1,941.00	25,124.00	37,368.00	72,000.00	31,330.61
ABC/House mailings	2,900.00	68,255.88	71,760.00	138,000.00	78,680.02
Total Internal Mailings	18,839.50	178,945.38	189,728.00	365,000.00	194,252.38
Prospecting	320.00	14,687.57	24,960.00	48,000.00	24,029.35
Other Revenue					
Fiscal sponsorship fees	5.00	163.81	104.00	200.00	160.70
List Sales -	0.00	630.00	260.00	500.00	0.00
Royalties	60.00	0.00	60.00	100.00	0.00
T-shirt sales	0.00	242.00	779.00	1,500.00	820.00
T-shirt expense	0.00	0.00	(234.00)	(450.00)	0.00
NWTRCC	0.00	0.00			0.00
Other Revenue - Other	0.00	25.00			0.00
Total Other Revenue	65.00	1,060.81	969.00	1,850.00	980.70
Special contributions					
Foundations	500.00	26,390.63	55,640.00	107,000.00	20,835.03
Matching Grants		300.00			0.00
Unsolicited	10,184.92	59,834.92	62,400.00	120,000.00	82,881.17
Stocks	0.00	10,957.84	13,000.00	25,000.00	6,846.05
Special contributions - Other	0.00	0.00	339.00	650.00	0.00
Total Special contributions	10,684.92	97,483.39	131,379.00	252,650.00	110,562.25
Investment Income					
Bank Interest	3.29	76.72	779.00	1,500.00	116.86
Calvert Balanced	0.00	29.24	250.00	400.00	92.60
Domini Social Investment	0.00	60.09	260.00	400.00	68.98
Calvert Bond	182.96	1,341.43			1,571.25
Schwab One Accounts	11.14	111.74			144.41
Dividends and interest		36.01			
Total Investment Income	197.39	1,655.23	1,289.00	2,300.00	1,994.10
Gain or loss on investments					
Unrealized gain (loss)					11,964.51
Realized gain or loss					1,926.74
Citizens Index	(55.86)	(348.47)			0.00
Womens Equity Fund	17.15	668.79			0.00
Domini Social Investment	21.39	249.93			0.00
Calvert Balanced	76.46	74.15			0.00
Sun Microsystems	(1.12)	(8.68)			0.00
Neuberger Berman	0.00	(207.30)			0.00
Calvert Bond	1,066.06	1,912.40			0.00
Total Unrealized gain (loss)	1,124.08	2,340.82			13,891.25
Miscellaneous revenue	0.00	0.00	209.00	400.00	109.70
Restricted funds	0.00	0.00			500.00
Total Income	31,230.89	296,173.20	348,534.00	670,200.00	346,319.73

RESIST, INC.
PROFIT LOSS BUDGET vs. ACTUAL
January through August 2004

Expense					
Internal Mailing Costs					
Pledge program					
Printing	51.45	1,976.93	2,136.00	3,200.00	2,857.97
Postage	124.22	953.17	2,000.00	3,000.00	1,402.65
Mailhouse	111.57	1,086.94	1,332.00	2,000.00	595.90
Total Pledge program	287.24	4,017.04	5,468.00	8,200.00	4,856.52
ABC/House mailings					
Printing	1,266.85	2,503.39	2,664.00	4,000.00	1,097.00
Postage	11.00	662.32	2,800.00	4,200.00	2,032.74
Mailhouse	0.00	670.00	2,000.00	3,000.00	788.10
Total ABC/House mailings	1,277.85	3,835.71	7,464.00	11,200.00	3,917.84
Total Internal Mailing Costs	1,565.09	7,852.75	12,932.00	19,400.00	8,774.36
Prospecting Mailing Costs					
Printing	0.00	8,479.17	11,320.00	17,000.00	8,396.70
Postage	60.00	8,921.78	8,680.00	13,000.00	6,749.07
Mailhouse	0.00	2,722.05	4,132.00	6,200.00	2,607.05
Consultants	0.00	5,625.00	4,000.00	6,000.00	5,876.70
Photos and graphics	0.00	0.00	68.00	100.00	0.00
List rentals	0.00	4,065.00	4,668.00	7,000.00	3,023.66
Total Prospecting Mailing Costs	60.00	29,813.00	32,868.00	49,300.00	26,653.18
Other Fundraising Costs					
Thank you cards					
Printing	55.00	290.00	136.00	200.00	160.00
Postage	11.00	284.34	600.00	900.00	890.28
Purchase	0.00	0.00	34.00	50.00	0.00
Total Thank you cards	66.00	574.34	770.00	1,150.00	1,050.28
Other					
Misc costs	0.00	0.00	1,336.00	2,000.00	13.65
Promo T-shirts	0.00	0.00	180.00	270.00	0.00
Total Other	0.00	0.00	1,516.00	2,270.00	13.65
Total Other Fundraising Costs	66.00	574.34	2,286.00	3,420.00	1,063.93
Grant					
Regular grants	23,000.00	179,984.65	151,040.00	236,000.00	172,600.00
Multi-year grants	9,000.00	39,000.00	42,000.00	66,000.00	27,000.00
Salzman grants	0.00	6,000.00	3,000.00	3,000.00	0.00
Total Grant	32,000.00	224,984.65	196,040.00	305,000.00	199,600.00
Grants Program					
Library	0.00	0.00	68.00	100.00	
Printing	0.00	119.04	234.00	350.00	227.50
Postage	0.00	1,433.00	432.00	650.00	454.79
Membership dues - organization	49.99	366.60	1,200.00	1,800.00	575.00
Supplies	0.00	0.00		0.00	300.00
Total Grants Program	49.99	1,918.64	1,934.00	2,900.00	1,557.29

RESIST, INC.
PROFIT LOSS BUDGET vs. ACTUAL
January through August 2004

Newsletter Costs

Printing	0.00	15,272.03	16,668.00	25,000.00	17,333.45
Postage	1,033.44	6,172.72	9,332.00	14,000.00	7,316.63
Mailhouse	614.86	5,109.40	6,000.00	9,000.00	4,551.93
Consultants	0.00	104.00	800.00	1,200.00	231.00
Photos and graphics	0.00	0.00	500.00	750.00	421.00
Newsletter Costs - Other	184.40	184.40			0.00
Total Newsletter Costs	1,832.70	26,842.55	33,300.00	49,950.00	29,854.01

Website & Internet

Personnel

Employee Salaries	10,589.64	89,190.01	92,207.00	138,308.00	91,426.48
Payroll taxes	810.11	7,703.64	8,000.00	12,000.00	7,056.81
Pension plan match	423.60	3,498.90	3,556.00	5,332.00	2,934.81
Health insurance	2,260.59	14,974.99	12,000.00	18,000.00	16,171.17
Workers compensation	0.00	291.00	400.00	600.00	21.92
Staff development	0.00	0.00	1,332.00	2,000.00	800.00
Personnel - Other	454.11	454.11			0.00
Total Personnel	14,538.05	116,112.65	117,495.00	176,240.00	118,411.19

General and Administrative

Supplies	21.10	1,910.38	1,468.00	2,200.00	2,185.69
Printing & copying	0.00	1,354.55	500.00	750.00	1,037.35
Books, subscriptions, reference	0.00	1,411.00	135.00	200.00	206.00
Dues and fees	348.57	150.00			1,181.76
Telephone	129.10	1,969.35	2,000.00	3,000.00	1,061.33
Minor office equipment		1,478.05	2,332.00	3,500.00	
Postage, shipping, delivery					
UPS	0.00	0.00	34.00	50.00	
US Post Office	0.00	1,268.84	1,468.00	2,200.00	800.64
Postage due/BRE envelopes	0.00	1,326.44	1,668.00	2,500.00	1,800.00
Postage, shipping, delivery - Other	155.02	155.02			0.00
Total Postage, shipping, delivery	155.02	2,750.30	3,170.00	4,750.00	2,600.64

Professional Fees

Temporary help	0.00	1,929.20	3,332.00	5,000.00	
Accounting	300.00	11,325.00	6,668.00	10,000.00	9,075.00
Consultants	0.00	1,225.00	332.00	500.00	3,744.25
Brokerage fees	0.00	199.39			277.00
Total Professional Fees	300.00	14,678.59	10,332.00	15,500.00	13,096.25

Equip rental & maintenance

Insurance

Liability	63.10	1,231.10	505.00	757.00	1,206.35
Director and officers	185.42	1,483.36			0.00
Computer	0.00	0.00	61.00	89.00	86.66
Property	47.58	333.06			0.00
Total Insurance	296.10	3,047.52	566.00	846.00	1,293.01

Advertising and Outreach

Brochure	0.00	0.00	2,667.00	4,000.00	0.00
Advertising	0.00	1,060.00	1,332.00	2,000.00	2,504.50
Total Advertising and Outreach	0.00	1,060.00	3,999.00	6,000.00	2,504.50

RESIST, INC.
PROFIT LOSS BUDGET vs. ACTUAL
January through August 2004

Occupancy expenses					
Rent	2,835.42	25,206.27	22,477.00	33,713.00	24,300.00
Repairs and maintenance	0.00	419.50	1,000.00	1,500.00	212.40
Utilities	415.33	1,272.30	2,333.00	3,500.00	1,446.40
Real estate taxes					1,065.38
Sub lease (rent)	(1,179.17)	(9,162.52)	(9,350.02)	(14,066.70)	(9,739.54)
Sub lease (utilities)	(166.13)	(715.13)	(905.54)	(1,358.30)	(583.87)
Total Occupancy expenses	1,905.45	17,020.42	15,554.44	23,288.00	16,700.77
Travel & meetings expenses					
Conference, convention, meeting	0.00	0.00	800.00	1,200.00	597.19
Meals, food	0.00	119.38			0.00
Travel	0.00	201.00	2,000.00	3,000.00	1,202.34
Total Travel & meetings expenses	0.00	320.38	2,800.00	4,200.00	1,799.53
52000 • General and Administrative - Other	63.99	63.99			
Total 52000 • General and Administrative	3,219.33	47,351.52	42,856.44	64,234.00	44,866.83
Misc expenses					
Bad debts					0.00
Depreciation & amortization exp	0.00	0.00	3,668.00	5,500.00	0.00
Bank & credit card fees	140.05	1,245.07	1,332.00	2,000.00	862.30
Interest Expense	0.00				
Finance Charges	0.00	59.61			0.00
Late Fees	0.00	73.00			0.00
Total interest expenses		132.61			0.00
Taxes		275.00			15.00
Tax penalties and interest	0.00	0.00	37.50	50.00	0.00
Misc expenses - Other	0.00	60.20	166.00	250.00	0.00
Total Misc expenses	140.05	1,712.88	5,203.50	7,800.00	877.30
Board Expense					
Copying	0.00	1,716.73	2,000.00	3,000.00	1,811.43
Postage	0.00	154.65	1,000.00	1,500.00	681.32
Travel	208.00	1,466.50	2,000.00	3,000.00	1,012.85
Food	76.99	661.59	1,000.00	1,500.00	343.46
Outreach	0.00	0.00	64.00	100.00	275.00
Other	0.00	61.76			0.00
Total Board Expense	284.99	4,061.23	6,064.00	9,100.00	4,124.06
Total Expense	53,831.11	461,823.49	451,645.94	688,344.00	436,486.98
Net Ordinary Income	(22,600.22)	(165,650.29)	(103,111.94)	(18,144.00)	(90,167.25)
Other Income/Expense					
Other income/expense					
Gain or loss on investments		(164.76)			319.55
Suspense	7.98				17.27
Total Other Expense	7.98	(164.76)			336.82
Net Other Income	(7.98)	164.76			336.82
	(22,608.20)	(165,485.53)	(103,111.94)	(18,144.00)	(89,830.43)

TA Committee Minutes July 21, 2004

Present: Becca Howes-Mischel (chair), Robin Carton, Yafreisy Mejia (minutes)

1. The Committee recognizes that, given the current budgetary conditions, all new TA initiatives with financial implications should be postponed. In the meantime, the Committee will focus on how to strengthen and/or stream line already existing TA initiatives. After some initial brainstorming the Committee has two proposals, which are still in the process of being further developed and will be submitted for a vote at the October Board meeting. The following is some of the **initial** language for the initiatives. Note: all monies referenced in the two initiatives would come from the existing grant budget – **It would not be new money!**

1st Proposal: Set aside approximately \$6,000 to provide small grants (ranging from \$300-\$500) to enable groups to attend trainings offered by the institutions listed in Resist's Technical Assistance Resource Guide. Funding would be based on a first come, first serve basis with turn around time of two weeks. The staff (Yafreisy & Robin) will review and decide upon proposals from groups who want to attend any training listed on the Resource Guide. If a group would like to attend a training not listed on the Guide, the TA Committee will screen the proposal. T.A. funding applicants will need to have been a Resist grantee twice in the past five years. (Same criteria used for multi-year funding)

2nd Proposal: Resist should continue the commitment of providing resource materials to grantees on an ongoing basis. The TA committee proposes to allocate \$500 yearly to for postage to send copies of *Grassroots Grants* (or any other timely/adequate materials) to new grantees each year. The Committee further proposes to allocate approximately \$2,500 per year for the purchase of new materials as necessary.

2. The Committee set a goal for itself to update existing "resource guides" as needed and to produce new information guides based on areas that Resist identifies as informational gaps. The Committee also would like to develop a separate resource guide section on Resist's web page. At this point, the resource page will include the media guide, TA guide, funding links and other resources as they are developed.
3. Next Steps:
 - a. Create a one page application for Technical Assistance grants.
 - b. Continue to send the currently held copies of the resource book *Grassroots Grants* to new grantees and secure \$500 a year for postage to send the book out in the future.
 - c. Start brainstorming suggestions for new resource guides.

Meeting Adjourned

Grant Committee Minutes

July 14, 2004

Present: Kendra Hoyt (chair), Kay Mathew, Yafreisy Mejia, Robin Carton (minutes)

This was Kendra's first meeting as chair of the Committee. Kay passed on to her the ceremonial grants torch given to all chairs of this Committee.

1. Weeding

The Committee reviewed 23 grants and decided to send two grants on the full Board for further consideration. There will be 25 grants for the full Board to review in August.

Action: Robin will look at weeding patterns over the last five years to determine what percentage of groups that are sent on to the full Board from the weeding pile actually get funded.

2. Current and historical funding patterns by geography and subject

The Committee decided to postpone this discussion to the next meeting in order to take up other business requests from the Board. The future discussion will be about Resist's funding patterns- looking for gaps or areas to do more outreach. The overview documents were in the July packet and will be used to facilitate that discussion.

3. General Support Proposal

Proposal:

All Resist grant funding will be provided as general support as a means of enabling grantees to build infrastructure and capacity while engaged in on-going social justice activism.

Discussion from the Board meeting:

Why should Resist do this?

1. To ensure that grantees do not have extra hoops to jump through to create special projects just to get funding;
2. To catch up with how the Right has effectively made use of general-support grants to further their agenda;
3. To attempt to level the power imbalance between funders and grantees.

Questions Raised:

1. Will the Board have sufficient information from grant applicants to make general support decisions?
2. Will Resist manage to keep any flexibility in its funding policies ?
3. How will this keep Resist money focused on strengthening movement-building and cross-issue organizing capacity?

Grant Committee Discussion:

The Committee reviewed the history of the general support discussion. The decision to award general support grants and to publicize that option to applicants was made many years ago. Resist has significantly increased the number of regular grants that are made for general support over the last three years. In 2003, 88 of 142 grants (62%) were for general support. At the Retreat in February 2004, Board members continued the sporadic discussion of converting all grants to general support. The Board charged the Grants Committee to come up with a proposal and bring it to the June Board meeting. The Committee brought the proposal listed above for discussion in June and it was remanded to the Committee in order to facilitate additional input and an e-mail discussion.

After the Board meeting, Hank was the person who e-mailed comments or questions about this proposal.

6/11/2004: Hank Rosemont, via e-mail

The more time I spend thinking about making all our grants for general support, the less inclined I am to support the idea. Our pledges and other donors trust us to vet the groups requesting funding, and evaluating specific proposals is a splendid way to do that. I don't know how much easier it is to apply for general support, but if the ease inclines toward laziness, I'm agin' it. As for redressing the power balance between funders and recipients, good luck; it's not going to happen. the comparison to the Right is not valid either, in my view, because of the difference in the sums of money involved.

Of course I'm happy to give general support to a group that we've funded before, but I like to know that and what plans are being made by each of the groups which come to us. Perhaps we can simply add a line to the instructions for filling out our grant application, saying that if you have already received a grant from RESIST in the past, you may apply for general support for your organization.

At the meeting, the Committee discussed several of the questions raised by Hank and by the Board above:

1. Will the Board have sufficient information from grant applicants to make general support decisions?
Over the course of two years, the Grant Committee and the Board re-vamped the application to try and have sufficient information to understand a group, its composition, organizational structure and its work. The new application incorporated a review of over 100 other funder applications, and discussions with both grantees and funding colleagues.

The Board has been using the information provided in this application to give general support grants to both new and returning applicants for the last two years. The questions in the application require groups to discuss not only the organization as a whole, but its on-going work as well. (e.g. If you are applying for general support, please describe the work of your organization. Please indicate: the goals of your organization; your plan to achieve these goals; including a time-line; and how you will evaluate the effectiveness of your efforts. What have been your organization's most significant accomplishments and challenges over the last three years? What other events and/or projects is your group planning for the coming year.) By doing this, the application pushes groups to "show where the action is" - not just what their global vision includes.

2. Will Resist manage to keep any flexibility in its funding policies ?

The Committee discussed whether the shift to general support would impinge upon the Board's flexibility in making grant decisions. There was some discussion as to whether a particular project of an organization might merit funding but not the organization as a whole. A consensus seemed to be that if the organization itself was problematic, the siting of a particular project there might not be appropriate. It was unclear how Resist would be able to support a project located in an organization which Board members felt uncomfortable or unwilling to fund.

There were some suggestions made about the possibility that Resist could shift to general support grants, but reserve the right to limit funding to a single project if it was merited in the discretion of the Board.

3. How will this keep Resist money focused on strengthening movement-building and cross-issue organizing capacity?

Overall, the feeling was that project support limited the ability of organizations to grow and develop in ways that were meaningful to them. Project funding often caused grantees to jump through hoops to create unnecessary or unwanted campaigns in order to appeal to funders. General support is a means of strengthening organizations and giving them the flexibility to engage in stronger cross-issue organizing.

There were several readings the Committee had about the use/misuse of general support grants. (See readings attached at end of Minutes). A few excerpts from different articles are below:

Why do Progressive Foundations Give too Little to too Many?

Michael Shuman

The Nation, 12 January 1998

Progressive funders ... are inclined to avoid general-support funding. The natural result is a proliferation of short-term projects attached to flimsy institutions. And inherent in institutional weakness is poor press work, poorly marketed publications, poor management and poorly paid core staff with low morale and high turnover.

Lessons of Right-Wing Philanthropy

Karen Paget

The American Prospect

... characteristics of conservative grant making ...: First, nearly half the total money was given as general support -- as distinct from specific project support -- which allowed the grantees both respite from fundraising and the luxury of deciding how to spend the money. Second, grants were focused on building institutions, not programs, with funders remaining faithful to their grantees year after year, sometimes for decades at a time. ...

It appears to be more common for foundations to fund endeavors that are new, innovative or different, as opposed to funding organizations' general operations that are necessary to support specific programs and projects. This unwillingness to sufficiently support existing organizations threatens not only the organizations themselves, but also the overall nonprofit infrastructure, nonprofit leaders said.

Guidelines for the Funding of Nonprofit Organizations

Independent Sector

January 29, 2004

A funder interested in particular activities or programs of a multi-program organization can generally achieve its aims through general support for the organization as a whole or the program, coupled with expectations and evaluation focused on those activities or programs.

The State of Philanthropy 2002

National Committee for Responsive Philanthropy (NCRP)

Funders should shift their giving significantly toward core operating support for nonprofits. Foundations and the nonprofits they fund would all benefit tremendously if foundations significantly stepped up their investment in core operating support for nonprofits' day-to-day operations. The alternative-- foundations' current overwhelming focus on short-term project funding -- leaves nonprofits to jump from project to project in an endless money chase that hampers organizational effectiveness and hinders broader mission fulfillment.

The Committee will send out its Minutes as a way of beginning the e-mail dialogue requested by the Board.

Prior Issues Still on the Back Burner

A. Concern: Networking

To examine new ways to enable grantees to access organizational skill building and networking opportunities by providing support to attend regional conferences. This money would be for general support rather than specifically for travel, accommodation, or registration costs.

Priority: **High**

Strategy:

1. Look at existing networking opportunities:

What good progressive conferences currently happen on a regular basis?

How much money do they cost to attend?

What would the total cost to the grantee be?

2. Deciding organizationally how to allocate available funds between grantees.

3. Developing a short application form for existing grantees to use to apply for these funds.

4. Developing a system of informing grantees of these opportunities in awards packet

5. Targeted fund raising for this specific use

B. Concern: Increased Visibility

Priority: **Medium**

Strategy: Look at current outreach/funding statistics and tactics to determine if other methods are necessary to promote Resist's grantmaking program.

C. Concern: Local funding versus national focus

Priority: **Medium**

Strategy: Look at actual geographic funding figures and tactics to determine if other methods are necessary to ensure more equality of funding.

D. Concern: Application Change re Board Members

Priority: **Low**

Strategy: Discuss further if necessary to request Board members and their organizational affiliations and for what purpose. Add to checklist request in application if appropriate.

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
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Abby Scher

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Carlos Otero
Grace Paley
Roxanna Pastor
Merble Reagon
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

** founding members*

Grant Committee Agenda

July 2004

Date and Location: TBA

(possibly July 14 or 15)

1. Weeding

There are twenty-three grants to consider removing from this cycle. Just a reminder that at the June 2004 Board the Board voted that the Grant Committee and the staff should be even more selective in the weeding out process- limiting the number of marginal grants that come to the Board for consideration. So, please be tough!

2. Current and historical funding patterns by geography and subject

At the last meeting, we decided to have a discussion about Resist's funding patterns to look for gaps or areas to do more outreach. There are overview documents in this packet to facilitate that discussion.

3. General Support Proposal

Proposal:

All Resist grant funding will be provided as general support as a means of enabling grantees to build infrastructure and capacity while engaged in on-going social justice activism.

Discussion from the Board meeting:

Why do this?

1. To make it easier for grantees- no extra hoops to jump to create special projects just to get funding; 2. To catch up with how the Right has effectively made use of general-support grants to further their agenda; 3. To attempt to level the power imbalance between funders and grantees.

Other questions:

Will there be sufficient information from potential grantees to make these decisions?

How will funding policies remain flexible?

How will this keep Resist money focused on strengthening movement-building and cross-issue organizing capacity?

How is \$3,000 different from the groups and grant levels where the debate was aired?

Decision

Questions will be shared by e-mail with the Grant Committee between June and the next Board meeting with caveat not to flame each other via e-mail responses.

The Grant Committee will respond and initiate an e-mail discussion.

Prior Issues

A. Concern: Networking

To examine new ways to enable grantees to access organizational skill building and networking opportunities by providing support to attend regional conferences. This money would be for general support rather than specifically for travel, accommodation, or registration costs.

Priority: **High**

Strategy:

1. Look at existing networking opportunities:

What good progressive conferences currently happen on a regular basis?

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3. Developing a short application form for existing grantees to use to apply for these funds.

4. Developing a system of informing grantees of these opportunities in awards packet

5. Targeted fund raising for this specific use

B. Concern: Increased Visibility

Priority: **Medium**

Strategy: Look at current outreach/funding statistics and tactics to determine if other methods are necessary to promote Resist's grantmaking program.

C. Concern: Local funding versus national focus

Priority: **Medium**

Strategy: Look at actual geographic funding figures and tactics to determine if other methods are necessary to ensure more equality of funding.

D. Concern: Application Change re Board Members

Priority: **Low**

Strategy: Discuss further if necessary to request Board members and their organizational affiliations and for what purpose. Add to checklist request in application if appropriate.

**August 2004
Grant Committee
Screening List**

1. Alachua County Labor Party

\$2,900

P.O. Box 12051, Gainesville, FL 32604 Mark Piotrowski 352/375-2832

Funding for the Florida Just Health Care Alliance, a new statewide network of unions and organizations working across issues to fight for single-payer, universal health care.

Decision: Leave In _____ No _____ Undecided _____

Comments:

2. Alliance of Neighborhoods for Greater Environmental Living Standards

\$3,000

P.O. Box 115, Jamaica Plain, MA 02130 Nanette Skiba 617/522-5980

Funding for the Trees for a Greater Environmental Living Standard project, which seeks to create a portable symbolic forest that can be used to educate local residents on environmental problems in the community.

Decision: Leave In _____ No _____ Undecided _____

Comments:

3. Brewing Hope

\$2,000

School of Natural Resources and Environment, 430 East University, 3541 Dana, Ann Arbor, MI 48109

Rebecca Tarlau 609/915-9890

Funding for consumer education materials for a new, sustainable fair-trade coffee partnership between Ann Arbor consumers and Pantelho, Chiapas farmers.

Decision: Leave In _____ No _____ Undecided _____

Comments:

4. Brooklyn Parents for Peace

\$3,000

138 Court Street, P.O. Box 416, Brooklyn, NY 11201 Molly Nolan 718/624-5921

Funding for general support for organization which focuses on education around issues of U.S. foreign policy, weapons policy, and issues relating to children, including welfare reform and education.

Decision: Leave In _____ No _____ Undecided _____

Comments:

5. Center for Community Access, Inc**\$3,000**

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: Leave In _____ No _____ Undecided _____
Comments:

6. Chicago Metropolitan Sanctuary Alliance**\$3,000**

4750 North Sheridan Road, Suite 429, Chicago, IL 60640 Martha Pierce 773/293-3680

Funding for the Chicago Colombia Sanctuary Project, which seeks to provide a temporary safe-haven for Colombian human rights workers forced to leave their country because of threats arising out of their work on behalf of peace and justice.

Decision: Leave In _____ No _____ Undecided _____
Comments:

7. CURE-Washington**\$3,000**

P.O. Box 156, Kent, WA 98035 Vicki James 253/661-0773

Funding for general support for organization that provides support to prisoners and their families and seeks to involve low-income people in organizing for prison reform.

Decision: Leave In _____ No _____ Undecided _____
Comments:

8. Democracy Unlimited of Humboldt County**\$3,000**

P.O. Box 610, Eureka, CA 95502 Kaitlin Sopoci-Belknap 707/269-0984

Funding for general support for organization which seeks to challenge corporate power at a systemic level within the community through workshops, local legislation, and a free library.

Decision: Leave In _____ No _____ Undecided _____
Comments:

9. Descendants of Freedom**\$1,500**

597 4th Avenue, #1, Brooklyn, NY 11215 Andre Lancaster 917/863-3402

Funding for a theatrical production centered around the lives of HIV positive and queer youth of color.

Decision: Leave In _____ No _____ Undecided _____
Comments:

10. DNC2RNC: Democracy Uprising March**\$3,000**

14 Lopez Street, Cambridge, MA 02139 Adam Burger 786/223-0512

Funding for the Democracy Uprising March that will begin at the 2004 Democratic National Convention and end at the Republican National Convention, and which seeks to call attention to the flaws in the current two-party political system.

Decision: Leave In _____ No _____ Undecided _____

Comments:

11. Forum for Understanding Prisons (FFUP)**\$3,000**

29631 Wild Rose Drive, Blue River, WI 53518 Peggy Swan 608/536-3993

Funding for organization that provides aid to individual prisoners and their families and seeks to focus public attention on the need to reform the criminal justice and prison systems.

Decision: Leave In _____ No _____ Undecided _____

Comments:

12. Freedom Archives**\$3,000**

522 Valencia Street, San Francisco, CA 94110 Claude Marks 415/863-9977

Funding for the distribution of "Shumate: A Matter of Life and Death," which focuses on the lives of incarcerated women and which will be used to build a movement to fight for just treatment in the prison industry.

Decision: Leave In _____ No _____ Undecided _____

Comments:

13. Legislative Initiative Against the Death Penalty**\$2,000**

One Keystone Plaza, Suite 200, Harrisburg, PA 17101-2044 Joan Anderson 861/800-7278

Funding for a group to bring two speakers to their annual "Fred Speaker Memorial Lecture" to debate the merits of the death penalty.

Decision: Leave In _____ No _____ Undecided _____

Comments:

14. Megaphone Project**\$3,000**

P.O. Box 50152, Baltimore, MD 21211 Paul Santomenna 410/243-9183

Funding for general support for group that provides access to film and video technology for reasonable prices to local social justice groups.

Decision: Leave In _____ No _____ Undecided _____

Comments:

15. New York City Coalition to End Lead Poisoning**\$3,000**

2183 Amsterdam Avenue, #1, New York, NY 10032 Maureen Silverman 212/543-0260

Funding for general support for organization of parents, housing and environmental advocates seeking to eradicate lead poisoning in New York City.

Decision: Leave In _____ No _____ Undecided _____
Comments:**16. Paisano Chelsea Boxing Club, Inc****\$3,000**

P.O. Box 505662, Chelsea, MA 02150 Benito Martinez 617/620-6939

Funding for general support for group that engages at-risk and gang-involved youth in a boxing program.

Decision: Leave In _____ No _____ Undecided _____
Comments:**17. Pan Left Productions****\$3,000**

631 South 6th Avenue, Tucson, AZ 85701 Elizabeth Burden 520/792-9171

Funding for the distribution costs of "Immokalee," a video about the Coalition of Immokalee Workers and the Taco Bell Boycott.

Decision: Leave In _____ No _____ Undecided _____
Comments:**18. Peace Economy Project****\$3,000**

438 N. Skinker Blvd, St. Louis, MO 63130 Catherine Marquis-Homeyer 314/726-6406

Funding for materials for a voter education and registration effort about the social and economic costs of military spending.

Decision: Leave In _____ No _____ Undecided _____
Comments:**19. Rhode Island Qalqilya Alliance****\$500**

37 Grandview Avenue, Lincoln, RI 02865 Lynn Schultz 401/726-5046

Funding for general support for organization that seeks a just resolution of the Israeli/Palestinian conflict through divestment and joint projects between Rhode Islanders and Palestinians.

Decision: Leave In _____ No _____ Undecided _____
Comments:

20. Task Force on Money, Education and Prisons, Inc.

\$3,000

P.O. Box 5311, Madison, WI 53705 Barbara Rowe 608/268-0482

Funding for a staff person for Project Reentry which will assist returning prisoners in finding the wrap-around services needed to have a successful transition from prison to community life.

Decision: Leave In _____ No _____ Undecided _____

Comments:

21. Urbana-Champaign Independent Media Center

\$3,000

218 West Main Street, Urbana, IL 61801 Carin Sychterz 217/344-8820

Funding to purchase an EAS transponder to pick up and broadcast tornado signals and a Satellite Downlink Dish in order to provide an alternative media source to citizens in Urbana.

Decision: Leave In _____ No _____ Undecided _____

Comments:

22. Vermont Citizens Campaign for Health

\$3,000

P.O. Box 1481, Brattleboro, VT 05302 Shoshana Rihn 802/251-0915

Funding for an outreach project that seeks to educate community leaders across fields on universal health care and empower them to push for legislation.

Decision: Leave In _____ No _____ Undecided _____

Comments:

23. Windham County Genetic Engineering Action Group

\$3,000

P.O. Box 6322, Brattleboro, VT 05302 Jim Moulton 802/824-6670

Funding for general support for organization that seeks to halt genetic engineering in the agriculture industry in Vermont through legislation and public education campaigns.

Decision: Leave In _____ No _____ Undecided _____

Comments:

**August 2004
Grant Committee
Screening List**

1. Alachua County Labor Party

P.O. Box 12051, Gainesville, FL 32604 Mark Piotrowski 352/375-2832

Funding for the Florida Just Health Care Alliance, a new statewide network of unions and organizations working across issues to fight for single-payer, universal health care.

Decision: Leave In _____ No x Undecided _____

Comments:

Is still a political party -- IRS rules are a problem. If the Alliance is a separate entity- could apply with ACLP as its fiscal conduit. Why do they need another statewide health care group in Florida (Floridians for Health Care already exists)? Are located in Gainesville and almost all white- talk about diversity of unions, but not able to increase their own

2. Alliance of Neighborhoods for Greater Environmental Living Standards

P.O. Box 115, Jamaica Plain, MA 02130 Nanette Skiba 617/522-5980

Funding for the Trees for a Greater Environmental Living Standard project, which seeks to create a portable symbolic forest that can be used to educate local residents on environmental problems in the community.

Decision: Leave In _____ No x Undecided _____

Comments:

Very few people involved. No outreach. All white group. No clear ability to carry out work. No analysis across issues. Poor answer to question 11.

3. Brewing Hope

School of Natural Resources and Environment, 430 East University, 3541 Dana, Ann Arbor, MI 48109 Rebecca Tarlau 609/915-9890

Funding for consumer education materials for a new, sustainable fair-trade coffee partnership between Ann Arbor consumers and Pantelho, Chiapas farmers.

Decision: Leave In _____ No x Undecided _____

Comments:

For-profit project based out of University of Michigan.

4. Brooklyn Parents for Peace

138 Court Street, P.O. Box 416, Brooklyn, NY 11201 Molly Nolan 718/624-5921

Funding for general support for organization which focuses on education around issues of U.S. foreign policy, weapons policy, and issues relating to children, including welfare reform and education.

Decision: Leave In _____ No x Undecided _____

Comments:

20 year old organization with few people of color in very diverse neighborhood. Good collaborations, but no integration of wider community. Given breadth of their work, unclear why they have not been able to bring people of color into the organization.

5. 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: Leave In _____ No x Undecided _____

Comments:

Previously has had major issues with leadership. Looks like same proposal rejected in April. Group's current work is mainstream, voter-registration work with no follow-up. Only hint at wider analysis.

6. Chicago Metropolitan Sanctuary Alliance

4750 North Sheridan Road, Suite 429, Chicago, IL 60640 Martha Pierce 773/293-3680

Funding for the Chicago Colombia Sanctuary Project, which seeks to provide a temporary safe-haven for Colombian human rights workers forced to leave their country because of threats arising out of their work on behalf of peace and justice.

Decision: Leave In _____ No x Undecided _____

Comments:

Unclear how they are making domestic links. No follow ups to speaking tours.

7. CURE-Washington

P.O. Box 156, Kent, WA 98035 Vicki James 253/661-0773

Funding for general support for organization that provides support to prisoners and their families and seeks to involve low-income people in organizing for prison reform.

Decision: Leave In _____ No x Undecided _____

Comments:

Have good grasp on prisoner issues, but no clear goals or strategy to achieve them. Not very progressive. Very small group just getting started. Just 4 members. Come back after a few months.

8. Democracy Unlimited of Humboldt County

\$3,000

P.O. Box 610, Eureka, CA 95502 Kaitlin Sopoci-Belknap 707/269-0984

Funding for general support for organization which seeks to challenge corporate power at a systemic level within the community through workshops, local legislation, and a free library.

Decision: Leave In x No _____ Undecided _____

Comments:

9. Descendants of Freedom

597 4th Avenue, #1, Brooklyn, NY 11215 Andre Lancaster 917/863-3402

Funding for a theatrical production centered around the lives of HIV positive and queer youth of color.

Decision: Leave In _____ No x Undecided _____

Comments:

This is a single event. No larger connections to lgbtqa community. Only commitments for people to attend production. No plans for follow-up/not organizing.

10. DNC2RNC: Democracy Uprising March

14 Lopez Street, Cambridge, MA 02139 Adam Burger 786/223-0512

Funding for the Democracy Uprising March that will begin at the 2004 Democratic National Convention and end at the Republican National Convention, and which seeks to call attention to the flaws in the current two-party political system.

Decision: Leave In _____ No _____ Undecided _____

Comments:

A one-time event with no real impact expected and no follow-up. No clear goals or plans. No organizational diversity. Poor political analysis reflected in application. Several groups involved have all been rejected for grants in past.

11. Forum for Understanding Prisons (FFUP)

29631 Wild Rose Drive, Blue River, WI 53518 Peggy Swan 608/536-3993

Funding for organization that provides aid to individual prisoners and their families and seeks to focus public attention on the need to reform the criminal justice and prison systems.

Decision: Leave In _____ No x Undecided _____

Comments:

Newsletter is not an organizing tool-- mainly human interest stories. Are having problems with distribution. Transition and other projects are service oriented. Lack of diversity.

12. Freedom Archives

522 Valencia Street, San Francisco, CA 94110 Claude Marks 415/863-9977

Funding for the distribution of "Shumate: A Matter of Life and Death," which focuses on the lives of incarcerated women and which will be used to build a movement to fight for just treatment in the prison industry.

Decision: Leave In _____ No x Undecided _____

Comments:

Not organizing. Rejected three times since 1999.

13. Legislative Initiative Against the Death Penalty

One Keystone Plaza, Suite 200, Harrisburg, PA 17101-2044 Joan Anderson 861/800-7278

Funding for a group to bring two speakers to their annual "Fred Speaker Memorial Lecture" to debate the merits of the death penalty.

Decision: Leave In _____ No x Undecided _____

Comments:

Asking for \$2000 for a debate. Very little organizing. Very white. No RR or GLBT positions. Note: former name was Central Pennsylvania Legislative Initiative to Abolish the Death Penalty.

14. Megaphone Project

P.O. Box 50152, Baltimore, MD 21211 Paul Santomenna 410/243-9183

Funding for general support for group that provides access to film and video technology for reasonable prices to local social justice groups.

Decision: Leave In _____ No x Undecided _____

Comments:

A production company that sells its services to not-for-profits. Not teaching these groups how to do it themselves. No organizing. No information on collaborations. Looking to go from \$11,000 budget to \$90,000 budget in one year.

15. New York City Coalition to End Lead Poisoning

2183 Amsterdam Avenue, #1, New York, NY 10032 Maureen Silverman 212/543-0260

Funding for general support for organization of parents, housing and environmental advocates seeking to eradicate lead poisoning in New York City.

Decision: Leave In _____ No x Undecided _____

Comments:

Significant amount of state public health funding. Send a resource list of foundations more likely to fund them.

16. Paisano Chelsea Boxing Club, Inc

P.O. Box 505662, Chelsea, MA 02150 Benito Martinez 617/620-6939

Funding for general support for group that engages at-risk and gang-involved youth in a boxing program.

Decision: Leave In _____ No x Undecided _____

Comments:

Service project.

17. Pan Left Productions

631 South 6th Avenue, Tucson, AZ 85701 Elizabeth Burden 520/792-9171

Funding for the distribution costs of "Immokalee," a video about the Coalition of Immokalee Workers and the Taco Bell Boycott.

Decision: Leave In _____ No x Undecided _____

Comments:

Rejected twice recently- no organizing. Are only distributing to people who ask for the video. Not clear how will follow up with viewers. Turned down by most progressive media funders

18. Peace Economy Project

438 N. Skinker Blvd, St. Louis, MO 63130 Catherine Marquis-Homeyer 314/726-6406

Funding for materials for a voter education and registration effort about the social and economic costs of military spending.

Decision: Leave In _____ No x Undecided _____

Comments:

Answers to Q.#11 are not sophisticated. Reproductive and disability rights are both military issues. Lack of concrete plans. Not mobilizing people of color. No clear collaborations- talk about getting newsletters from other groups. Formerly: St. Louis Economic Conversion Project

19. Rhode Island Qalqilya Alliance

37 Grandview Avenue, Lincoln, RI 02865 Lynn Schultz 401/726-5046

Funding for general support for organization that seeks a just resolution of the Israeli/Palestinian conflict through divestment and joint projects between Rhode Islanders and Palestinians.

Decision: Leave In _____ No x Undecided _____

Comments:

No real details about work or collaborations. No clear organizing. More public information and service more than a real divestment campaign.

20. Task Force on Money, Education and Prisons, Inc.

P.O. Box 5311, Madison, WI 53705 Barbara Rowe 608/268-0482

Funding for a staff person for Project Reentry which will assist returning prisoners in finding the wrap-around services needed to have a successful transition from prison to community life.

Decision: Leave In _____ No _____ Undecided _____

Comments:

Service Project

21. Urbana-Champaign Independent Media Center

218 West Main Street, Urbana, IL 61801 Carin Sychterz 217/344-8820

Funding to purchase an EAS transponder to pick up and broadcast tornado signals and a Satellite Downlink Dish in order to provide an alternative media source to citizens in Urbana.

Decision: Leave In _____ No _____ Undecided _____

Comments:

No local activist references. No significant collaborations. Received \$200,000 from Open Society in 2004. Asking for money to buy equipment to broadcast tornado signals.

22. Vermont Citizens Campaign for Health

\$3,000

P.O. Box 1481, Brattleboro, VT 05302 Shoshana Rihn 802/251-0915

Funding for an outreach project that seeks to educate community leaders across fields on universal health care and empower them to push for legislation.

Decision: Leave In x No _____ Undecided _____

Comments:

23. Windham County Genetic Engineering Action Group

P.O. Box 6322, Brattleboro, VT 05302 Jim Moulton 802/824-6670

Funding for general support for organization that seeks to halt genetic engineering in the agriculture industry in Vermont through legislation and public education campaigns.

Decision: Leave In _____ No x Undecided _____

Comments:

Unclear who they work with. Work seems mostly lobbying. Single issue, no larger alliances. Take no positions on repro/glbt rights.