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Trinity College
HARTFORD CONNECTICUT

RESIST Board Meeting
Minutes
October 3, 2004

Present: Nikhil Aziz, Cynthia Bargar, Robin Carton, Pam Chamberlain, Leila Farsakh, Becca Howes-Mischel, Kay Mathew, Yafreisy Mejia, Marc Miller, Payal Parekh, Hank Rosemont, Abby Scher Carol Schachet

Minutes: Nikhil:

1. Agenda was reviewed and order of some items were changed to reflect time constraints.

2. Minutes of last meeting approved unanimously.

3. Grants

Issues Raised:
- Should multi-year grants be tied to groups with a larger vision? Need? Issues in a particular political moment?
- Including first page of a group's web site in packet would be helpful
- Further discussion needed on funding of resources for organizing vs. organizing itself
- More analysis of what is TA exactly
- Does Resist support groups because they are faltering or reject them because they seem to be dissolving?
- How does information about groups and their history with Resist get transmitted to new members? What weight should it hold?
- How are newcomers opinions heard and incorporated? This is to ensure newcomers stay on and increase and support their participation.

Review of Grantmaking:

Payal: Can we get information at least two weeks before Board meeting?
Cynthia: Can we spend some more time on actual grant allocation discussion. Don't want to rush through this process.
Carol: Impressed by nature and type and level of applicants this cycle. Good to hear concerns raised about process. We have these conversations and then they are relegated to the Grants Committee. But perhaps the Board as a whole should talk about these issues.
Marc: Would like to spend more time on grants. Grants is what it is all about. Reason we have a Board of activists is we want to know why you like an application. History and past decisions are guidelines only.
Robin: Board members knowledge of issues has contributed greatly this cycle. A good balance between spending money and thinking about Resist's financial health.
Becca: Great conversations. Would like to make a motion to spend more than two hours on grants. Is it possible to shuffle the order in which grants are considered to even out the allocations?
Abby: Best part of grants is information we glean about what's happening and using that to build networks by connecting people and building a movement.
Hank: Agrees with Abby. Learning experience. The grant conversation is carried forward by him in his activism. Supports beginning at 9:30 to give everyone more time. Should there be a motion?
Leila: Grants are information on what's happening. Actual amount of money may not be so much- but it is still valuable. More than two hours may not be constructive – attention span is limited. How much more will we really accomplish by spending more time.
Kay: Great applications. Good discussions. Time- agree with Leila. Need to be more vigilant. Not at 9:30.
Yafreisy: ditto on process and application. No on 9:30. Echoes Carol's point on decisions that are important not being delegated to the Grants committee.

Minutes: (Payal Parekh)

Saturday, 23. October at 10 a.m. there will be a baby shower for Yafreisy at RESIST sponsored by RESIST and Boston Women's Fund

STAFF report (Carol): An interim replacement has been found for Yafreisy – Ellen Shub.

BUDGET report (Pam): See narrative. Some important points: For the 2005 YR expenses projected to be same as this year because income projections have decreased. Personnel costs have increased due to need for Yafreisy's replacement, health insurance costs. Cuts found in newsletter, prospect mailing. Also expecting huge return on investments. We have 224K in assets.

- Due to decrease in revenue coming in, we are only planning on spending $1,831 of our assets instead of the 20K spent during the last years.
- Hoping for level funding for grants in 2005 (i.e. funded at same level as this year), but may have to adjust according to how much we fundraise.

FINANCE report (Nikhil): See narrative. A few points:

- We are doing a good job on not overspending on grants
- *Payal*: does not want to see us make cuts on Carol's work time or force staff to pay more for health care – it is a statement to our values to provide staff with paid health care and good salaries.
- *Hank*- proposals A through D (see finance narrative) should be off the table for discussion – All relate to cuts related to the staff.
- For 2005 board members asked to raise $1,000 each.
- *Marc*: how do we do it?
- *Abby:* would like to discuss why she has not done it in the past and how to solve the problem.
- *Hank*: has ideas about fundraising
- *Carol:* email her with ideas for fundraising
- *Robin:* we are substantially behind where we were at this point last year in terms of fundraising. We are 64K over budget – Carol working hard to get donors to give more. Hitting the point that other funders hit 2 years ago.
- *Abby* – suggested a concert
- *Marc*: Not too worried about current situation, but wants us to think about fundraising long-term vs. short-term.
- *Yafreisy*: lots of work and often don't make much money
- *Payal:* has lots of experience organizing such events willing to help
- *Cynthia:* not a big fan of large events. Thinks we each need to do personal fundraising – talking directly to people we know that have the capacity to give. Our responsibility to do something. Suggests a large event for the 40th anniversary of RESIST in three years.

Election of Officers (executive committee)

Currently, Pres: Marc
Treasurer: Pam, also then head of finance
At-large: Hank
Clerk: held by staff Robin

Executive committee makes up agendas for meetings. Meets once between board meetings.

Pam is stepping down.

Hank has nominated Marc for president; he will do at-large if there are not other volunteers

Abby nominates Cynthia and Nikhil.

Election of Officers (cont.)

Payal moves to Finance Committee, Hank gets off Personnel Committee and is now on Fundraising.

This enables Nikhil to become treasurer, Cynthia At-large representative.

Vote for slate below passes.

President:	Marc Miller
Treasurer:	Nikhil Aziz
At-large Member:	Cynthia Bargar
Clerk:	Robin Carton

General Support Proposal

The Board voted at last meeting to accept the general support proposal put forth by the Grant Committee. Second vote.

Discussion:

Hank: brought up discussion we had around the Critical Resistance grant. Believes if it was general support we would have missed that discussion. Not sure what we gain by only having gen. support grants;
Carol: thinks CR proposal would have been better as a general support grant. Would get better sense of program and long-term vision. Secondly general support grants help to change the power dynamics. We as funders have cash and a political vision we want to push forward, but do we really know what is best in terms of specifics on prison work. We should trust the grantees.
Abby: we do we have to be absolutist?
Robin: grantees don't believe we give general support grants – think they are 'lesser' grants.
Marc: No right or wrong decision. For him, we give money to build the movement and organizations. Three things important: 1) problem addressed 2) politics – vision 3) what to do about it.
Payal: we should change application to ensure we get good answers to the above questions.
Abby: writing about a specific project forces one to thing concretely and be disciplined.

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.
Vote: 5 for, 2 abstentions, 2 against.
Proposal Passes.

Attendance Issues

Payal: Issues about attendance – people leaving early, at each of three meetings she has been to we barely or don't have quorum for decisions.
Carol: There are rules
Hank: In addition to attending meetings, committee work is also important.

Communications proposals

Proposal #1 Resist will reduce the frequency of its print Newsletter to six issues per year;
Proposal #2 Resist will develop an E-Newsletter that will be related to the paper newsletter on those six months, and be a brief announcement/article or grant update on the non-paper Newsletter months; and
Proposal #3 Resist will redesign its webpage.

Board decided to vote for them as a package.

Robin: Already budgeted that there will be 6 issues, but could not find cash for the $5,000 needed for web consultant
Payal: a better webpage and e-newsletter may very well lead to more money being donated.
Abby: Should view the $5,000 as an investment.

Vote:
7 for
1 abstention
Proposals pass

TA Proposals

Proposal #1- To provide small grants to enable existing grantees to attend technical assistance opportunities.
Resist will earmark $8,000 in the FY '05 grants budget to provide small grants up to $500 to enable or assist groups to attend trainings for technical assistance. These funds will be available for grantees who have been funded at least twice within the last five years. Funds will be available on a quarterly basis and will be dispersed on a first come-first serve basis. Monies will be allocated evenly across quarters ($2,000 for four quarters). Any funds not dispersed within a particular quarter will be rolled over to the next cycle. Training must occur within 3-5 months of the TA grant award. Staff will work to ensure that proposals are reviewed and grants awarded within a two week time frame. The staff will evaluate the proposal from any group seeking to attend a training listed in the Resist Technical Assistance Guide. Applications for grantees seeking to attend a training not listed in the Resist Guide will be sent to the full committee for evaluation. This initiative will be reviewed by the TA Committee after one year to evaluate its success.

Proposal #2- To continue the commitment of providing resource materials to grantees on an ongoing basis.
$500 will be allocated yearly for postage to send copies of *Grassroots Grants* (or any other timely/adequate materials) to new grantees each year. $2,500 per year will be allocated for the purchase of new materials as necessary.

Becca: redirect 8K to small grants – discretionary; same as emergency grants – the grant committee decides – board does not see. $500 for Andy Robinson's guide and eventually will need approximately $2,500 in 2007 to buy more guides.
Robin: At this moment we are sending the guide to new grantees.

Proposal from Hank: The TA Committee should be given $10,000 and let them do what they want with it.
Vote on Hank's proposal: 1 yes, 7 no
Proposal fails.

Vote on the proposals submitted by the TA Committee:
Unanimous pass.

Committee Reports

Staff
Ellen Shub will work as interim replacement for Yafreisy

Board development:
Cynthia: recruiting number 1 priority
Discussion about meeting with advisory board
Hank: What do we expect of them besides helping to raise money
Carol: advice, their thoughts politically, engaging them in what they could do.

Prospect Mailing discussion:
Hank: would like to see two letters based on who wins election and sent out day after election.
Carol: already sent out letter for November prospect mailing – impossible logistically to change. Could do it for an internal mailing
Marc: Do not want to create a lot more work for Carol.

Personnel
Not met.

Networking opportunities
Robin: NNG meeting, but no RESIST attendance due to budget constraints.
Abby: Media Reform conference

Wrap Up

Robin: asked that discussion points brought by Cynthia, Nikhil and Payal be put on agenda for discussion with whole board. Look at how meetings organized.
Hank: Need to stick to Roberts' Rules of order. Separate old business and new business. No need to hear from committee unless has a proposal
Abby: Likes to hear what various committees are thinking even if they do not have a proposal.
Robin: board development should look at what rules to use.
Marc: lots accomplished today; pattern of people leave early is disrupting.
Carol: personal jerkiness around the meeting; never focused together; stuff going on in people's lives we did not acknowledge: Leila's baby, etc. Jumped right into the meeting – was off-putting.
Abby: very busy this fall, so will miss next meeting (a mini-leave!), but will continue with committee work.
Nikhil: lack of energy at the end.
Hank: felt we did not trust the TA committee by giving them 10K to do what they wanted with it.
Carol: trusted committee asked for what they needed and presented us with a plan.
Marc: likes that there are dissenting opinions around the table. Results in good conversations and better decisions.

October 2004
Grant Requests and Proxy

Multi-Year
Renewals

1. Citizens for Alternatives to Radioactive Dumping **$3,000**
144 Harvard Street, SE, Albuquerque, NM 87106 Janet Greenwald 505/266-2663 www.cardnm.org
Funding for year three of multi-year general support for a group which monitors and organizes around the Waste Isolation Pilot Plant, an underground repository for weapons-generated, plutonium-contaminated waste.
Decision: Full __x__ Partial _____ No _____ Undecided _____ Defer _____
Comments:

2. Coalition for the Human Rights of Immigrants (CHRI) **$3,000**
339 Lafayette Street, New York, NY 10012 Jane Guskin 212/254-2591 www.itapnet.org/chri
Funding for year three of multi-year general support for group organizing to change US laws and policies that marginalize and demonize immigrant communities, including work opposing INS detention center policies.

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

New

3. The Policy Institute **$3,000**
PO Box 1362, Helena, MT 59624 Ken Toole 406/442-5506 Ken@mhrn.org
Funding for general support for a progressive policy think-tank that provides support and expertise for activist agendas organizing against corporate economics.

Decision: Full ___x___ Partial _____ No _____ Undecided _____ Defer _____
Comments:
One Year only. No position on reproductive or LGBT rights. Not getting a lot of resources. Haven't been able to turn small donors in to larger donors. PHDs involved could get grants on their own and uses them for Policy Center work. Heavy militia state.

4. Arise for Social Justice **$1,500**
94 Rifle Street, Springfield, MA 01105 Christina Dunsmore 413/734-4948 www.angelfire.com/ma4/arise
Funding for multi-year general support for economic justice organization run by and for low-income people.

Decision: Full _____ Partial ___x___ No _____ Undecided _____ Defer _____
Comments:
Not a multi-year. Budget seems to fluctuate. References better than the application- which was missing pieces.

5. Bitterroot Human Rights Alliance **$3,000**
P.O. Box 915, Hamilton, MT 59840 John Schneeberger 406/375-0088 schnee@montana.com
Funding for multi-year general support for an organization challenging the intolerant social and political climate in the Bitterroot Valley through increased visibility and collaboration of progressive organizations.

Decision: Full ___x___ Partial _____ No _____ Undecided _____ Defer _____
Comments:
Good local grassroots group in a tough area. Took diversity comments seriously as part of their work.

6. Peace and Justice Center of Eastern Maine
170 Park Street, Bangor, ME 04401 Ilze Peterson 207/942-9343 www.peacectr.org
Funding for multi-year general support for organization that links individuals and groups concerned with peace, social justice and environmental issues in Eastern Maine.

Decision: Full _____ Partial _____ No _____ Undecided _____ Defer __x__
Comments:
Need more details on their work- particularly strategies. Amplify page 4.

Regular

Central, Latin America and the Caribbean

7. Community Action for Justice in the Americas (CAJA) **$1,000**
102 McLeod, PO Box 9274, Missoula, MT 59807 Erin Thompson 406/549-9697 www.caja.org
Funding for general support for an organization working in solidarity with grassroots organizations in the Americas to fight for social and environmental justice.

Decision: Full _____ Partial __x__ No _____ Undecided _____ Defer _____
Comments:
Seems campus based, but references say work is broader. Question about how they will continue to bring in new members. Good work with unions making cross-border connections.

Community Organizing/ Anti-Racism

8. Center for Justice, Peace, and Environment **$2,000**
P.O. Box 400, Fort Collins, CO 80522 Cheryl Distaso 970/419-8944 www.cjpe.org
Funding for general support for community based organization working for social change in Northern Colorado.

Decision: Full _____ Partial __x__ No _____ Undecided _____ Defer _____
Comments:
Application was terrible. References are great but proposal is limited by the people who write it.

9. North Dakota Human Rights Coalition
P.O. Box 1961, Fargo, ND 58107-1961 Cheryl Bergian 701/239-9323 www.ndhrc.org
Funding for general support for statewide organization working on human rights issues in North Dakota.

Decision: Full _____ Partial _____ No __x__ Undecided _____ Defer _____
Comments:
Will get a renewal of the Otto Bremer grant. Not clear need Resist money. No position on reproductive rights- which is often seen as a human right.

10. Organizers' Collaborative
P.O. Box 400897, Cambridge, MA 02140 Rich Cowan 617/426-1228 www.organizenow.net
Funding for general support for organization that works to strengthen and unify the U.S. grassroots social change movement by training activists in the use of software and the Internet as organizing tools.

Decision: Full _____ Partial _____ No ___x___ Undecided _____ Defer _____
Comments:
No organizing but a resource to other groups. Should be able to raise funds since the database is complete and being fine tuned. Could have groups that work with them apply for TA grants from Resist.

11. Vecinos Unidos **$1,500**
P.O. Box 260268, Hartford, CT 06126-0268 Luz Santana 860/951-7312 vecinos@sbcglobal.net
Funding for general support for organization that works to empower women in the Latino community to challenge economic oppression.

Decision: Full _____ Partial ___x___ No _____ Undecided _____ Defer _____
Comments:
No information on their current work. Application was poorly written. Do participate in GROWL. Are trying to access power. Latino women in leadership. Not clear how working with African American community in Hartford. Worth taking a chance.

12. WESPAC Foundation
255 Dr. Martin Luther King Jr. Blvd, White Plains, NY 10601 Nada Khader 914/682-4690 www.wespac.org
Funding for general support for group that works on issues involving criminal justice reform, fair trade, indigenous peoples' rights and an examination of structural racism in the peace movement.

Decision: Full _____ Partial _____ No ___x___ Undecided _____ Defer _____
Comments:
Organization has been around for a long time. Now has a Palestinian-American woman at the helm. She is pushing them to take the lead on tough issues. Were able to raise $45,000 from members. Only needed $15,000 more to fulfill budget. Great group, but unclear they need Resist's money.

Economic Justice

13. Dairy Farmers of Vermont **$2,000**
7 Court Street, Montpelier, VT 05602 Peter Sterling 802/223-6767 peter@democracyfund.org
Funding to organize Vermont dairy farmers to advocate for agricultural policy reform and collectively bargain to raise the farm price of milk

Decision: Full _____ Partial ___x___ No _____ Undecided _____ Defer _____
Comments:
Question re: grants received that appear in narrative, but do not appear in budget. Dairy union is like forming a labor union. Different kind of low-income people than Resist is used to working with. Make urban rural links. Have broader analysis.

14. Interfaith Action of Southwest Florida **$1,000**
1107 New Market Rd., Immokalee, FL 34142 Brigitte Gynther 239/986-0688 Brigitte@interfaithact.org
Funding for general support for an organization organizes the faith-based community to work in partnership with farmworkers to challenge corporate control of the agricultural industry, trade policies and systemic injustices that affect immigrant and migrant workers

Decision: Full _____ Partial __x__ No _____ Undecided _____ Defer _____
Comments:
Strong application. Call themselves interfaith- but are all Christian. No information on how they will raise an $80,000 budget. It is a support organization that is looking to broaden its base.

Gay/Lesbian/Bisexual/Transexual

15. Center for Artistic Revolution **$2,000**
26 Coolwood Drive, Little Rock, AR 72202 Sabrina Zarco 501/603-2138 ArtchangesU@aol.com
Funding for general support for organization that works to build bridges and collaborations between diverse communities through organizing initiatives that address the issues and systemic oppressions that undermine access to equality.

Decision: Full _____ Partial __x__ No _____ Undecided _____ Defer _____
Comments:
Seem a bit like TA providers who give workshops. Campaign and references are good. Resource for organizing rather than organizing themselves.

16. Community Alliance of Lane County (CALC) **$1,000**
458 Blair, Eugene, OR 97402 Michael Carrigan 541/485-1755 www.calclane.org
Funding for a campaign to challenge overt bigotry and institutionalized oppression directed at the GLBTQ community in Eugene and Springfield, and to build support for GLBTQ rights.

Decision: Full _____ Partial __x__ No _____ Undecided _____ Defer _____
Comments:
Previously engaged in strong work- mostly immigrant rights and justice. Why this campaign then? Tough time for them- instability and turnover. Raise concern about hate speech flyer: reporting hate speech to police infringes on civil liberties/free speech. Can be turned around and used against progressives- e.g. standards in Patriot Act.

Health/AIDS/Disability

17. West Virginia FREE **$3,000**
100 Capitol Street, Suite 301, Charleston, WV 25301 Margaret Chapman 304/342-9188 www.wvfree.org
Funding for general support for organization which seeks to further and protect reproductive freedom for women in West Virginia.

Decision: Full __x__ Partial _____ No _____ Undecided _____ Defer _____
Comments:
Need more information on how they will work with people of color groups. Seems mainstream, but they are fighting basic issues in West Virginia (e.g. all contraception is considered abortion). Mainstream issues there become radical. Think about health broadly- which is important. Ran a deficit last year.

Prisoners

18. California Interfaith Alliance for Prison Reform
2041 Larkin Street, San Francisco, CA 94109 Shashi Dalal 415/553-4155 info@fellowshipchurch.org
Funding for the People's Commission on Prison Abuses during which will conduct a human rights investigation at two of California's most troubled prisons as a counterpoint to the Governor's commission on prisons.

Decision: Full _____ Partial _____ No __x__ Undecided _____ Defer _____
Comments:
Not clear have capacity to do the work. Budget is odd.

19. Critical Resistance Oakland
1904 Franklin Street, #504, Oakland, CA 9411094612 Sitara Nieves 510/444-0484 www.criticalresistance.org
Funding for the publication of a newspaper directed, written and designed by prisoners to increase dialogue between prisoners, CR members, and outside allies.

Decision: Full _____ Partial _____ No __x__ Undecided _____ Defer _____
Comments:
Group is great, but newsletter does not seem like a good project. If want funding for newsletter, need more detail- otherwise come back for general support.

20. New Mexico Center for Social Justice **$2,000**
P.O. Box 80243, Albuquerque, NM 87198 Suzann Trout 505/254-2118 troutis@msn.com
Funding for general support for organization advocating for systemic prison reform and the fair and respectful treatment of their families.

Decision: Full _____ Partial __x__ No _____ Undecided _____ Defer _____
Comments:
Technically unsophisticated. Very grassroots- people who are directly affected by prison policies- families, ex-prisoners, friends.

21. Proyecto Common Touch
935 39th Avenue, Oakland, CA 94601 Tommy Escarcega 510/409-1662 www.proyectocommontouch.org
Funding for general support for organization that seeks to educate female parolees on the parole process, involve defense attorneys in helping parolees access better representation, and involve female prisoners in changing policy.

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

22. Texas Moratorium Network **$1,000**
14804 Moonseed Cove, Austin, TX 78728 Scott Cobb 512/302-6715 www.texasmoratorium.org
Funding to organize the Fifth Annual March to Stop Executions which will bring together groups in Texas engaged in the anti-death penalty movement to demonstrate the level of public opposition.

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

Women

23. Arab Women's Gathering Organizing Collective (AWGOC) **$3,000**
1265 Harrison Avenue, Columbus, OH 43201 Amira Jarmakani 614/291-5837 amirajarmakani@yahoo.com
Funding for general support for organization seeking to develop a broad-based movement for social justice that is rooted in the perspective of Arab and Arab American women and girls.

Decision: Full __x__ Partial _____ No _____ Undecided _____ Defer _____
Comments:
Currently mostly intellectuals, writers and poets. Are working at building a broader base. Fact that they met in Dearborn- where a large Arab population- shows good strategy. Will connect them with other more grassroots groups- Abby will send a list

24. U.S. Women and Cuba Collaboration **$2,000**
P.O. Box 15202, Seattle, WA 98115 Jan Strout 206/547-0940 www.womenandcuba.org
Funding for general support for an organization seeking to build a strong US women's movement dedicated to ending the US government blockade of Cuba.

Decision: Full _____ Partial __x__ No _____ Undecided _____ Defer _____
Comments:
Strong references.

Youth

25. Manhattan Alliance for Peace and Justice Education Fund **$2,000**
P.O. Box 1561, Manhattan, KS 66505 Anne Cowan 785/537-2025 www.mapj.org
Funding to promote student activism at Kansas State University by helping students strengthen existing progressive campus organizations and creating new opportunities for students to engage in social action.

Decision: Full _____ Partial __x__ No _____ Undecided _____ Defer _____
Comments:
No position on reproductive rights. Not clear where or how youth will lead. Ideas are good, but unclear how they will achieve them.

26. Nevada Young Activist Project **$1,500**
1101 Riverside Drive, Reno, NV 89503 Inger McDowell 775/348-7557 www.planevada.org
Funding for general support of a youth-led project focused on empowering youth activists to build a meaningful movement to address critical social justice issues in their lives.

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

Total Number of Grants:	**20 regular grants; 6 multi-year grants; 0 emergency grants; 0 loans; 13 not on agenda**
Total Amount Requested:	**$77,690**
Total Allocation for Cycle:	**$40,000**
Total Grants:	**$29,500 regular grants; $9,000 multi-year grants; 0 emergency grants; 1 defer**
Total Loans:	**$0**
Total Allocated:	**$38,500**
Total # of Grants Allocated:	**16 regular grants; 3 multi-year grants; 0 emergency grants; 1 defer**
Total # of Loans	**0**
Total # of Grants and Loans:	**19**

October 2004
Not On Agenda

1. Athens Votes
276 Highland Avenue, Athens, OH 45701 Debbie Schmieding 740/592-5983
Funding for the Rally for Children Left Behind, which will educate the public about the problems with the No Child Left Behind Act and the under-funding of education.
Reason: No plans for follow-up after the rally. Good collaborations in the state (Code Pink, ACORN, Appalachian Peace and Justice Coalition). This seems to be one step in building a larger alliance. Diversity chart numbers are off. Very big expectations for rally, whose theme is pretty mainstream.

2. Black Warrior Riverkeeper
P.O. Box 59684, Birmingham, AL 59684 David Whiteside 205/967-0801
Funding to pay for 150 membership dues in order to expand group to include more low-income, minority citizens who live in targeted toxic areas.
Reason: Single-issue. Partial answer to q. 11 shows no broader analysis across issues. Project is a problematic way of achieving diversity, although they are clearly trying to the tackle problem. Actual work seems mostly legal/lawsuit related.

3. Boston Student Labor Action Project (SLAP)
c/o Mass. Jobs with Justice, Boston, MA 02130 Tiffany Skogstrom 617/524-8778
Funding for a youth organizer who will run student trainings, raise student activism and solidarity with local labor struggles, and recruit youth to participate in the Jobs with Justice Solidarity School.
Reason: Not clear if SLAP is a project of Jobs with Justice or separate. Seems designed to recruit for JwJ. No board. No staff. No information on membership, youth involvement, or collaborations. No diversity chart. Unclear how this group overcomes the problem of student turnover and inconsistent involvement. Details of salary breakdown lacking for project plans. Big plans for a part-time student worker, and they don't even know for how many semesters this project will run.

4. Central Pennsylvanians to Abolish the Death Penalty
315 Pfeffer Street, Harrisburg, PA 17102 Daniel Flaumenhaft 717/232-1943
Funding for full-time staff member to expand organizing capacity of group which opposes the death penalty and seeks a gubernatorial moratorium on executions.
Reason: Better project and plans this time, but group is still small, white. Not organizing across issues (with no plans to in the near future). No positions on many issues.

5. Communities United for Action, Power & Justice
9 Gammon Avenue, Atlanta, GA 30315 Dan Horowitz de Garcia 404/455-6812
Funding for Operation Open Book, a four-month statewide campaign that seeks to remove the "state secret" status of parole files.
Reason: Not off the ground until October. Money is for travel. Prison & Jail Project not mentioned as an ally. Goals unclear. No local references although a collaboration of local groups founded the project. Expect $50,000 from foundations- almost none of which has been

6. Cursor, Inc.
420 North 5th Street #707, Minneapolis, MN 55401 Rob Levine 612/332-8414
Funding for general support for organization that seeks to fight the Right by offering alternative media coverage through two websites.
Reason: Vague answers to question 11. Didn't answer question 9 re: diversity. Not organizing- not clear will lead to organizing. No follow up with web visitors.

7. Femina Potens
465 Van Ness, San Francisco, CA 94103 Tina Butcher 415/861-2240
Funding for general support for group dedicated to promoting and educating women, gender queer, and transgendered artists and youth.
Reason: No organizing. Workshops more about empowerment than a political vision. No broader analysis

8. Mujeres Luchadoras Progresistas
300 Young Street, Woodburn, OR 97071 Cassandra Ogren 503/982-0243
Funding for general support for organization of Latina farm workers that seek to promote self-sufficiency and economic development through production of Christmas wreaths and other projects.
Reason: Not organizing. Not clear how this is used as a vehicle for change. No details on what or how political training or education occurs.

9. Next Generation
1741 Lincoln Avenue, #6, San Rafael, CA 94901 Roni Krouzman 415/455-9498
Funding for an emergency grant to carry out a youth education and training campaign related to a ballot initiative banning genetically modified crops from local farmland.
Reason: Not an emergency. Group has no involvement with issues on genetic engineering or crossover with genetic engineering activists. No ongoing plans to work on this issue.

10. Partners for Peace
1250 4th Street, SW, Suite WG-1, Washington, DC 20024 Susanne Waldorf 202/863-2951
Funding for general support for organization that promotes a just peace between Palestine and Israel by educating U.S. residents about Palestinian and Israeli non-violent peace movements.
Reason: 2004 budget at $155,000 is over cap. No specifics on collaborations. Not diverse.

11. Rhizome Collective
300 Allen Street, Austin, TX 78702 Stacy Pettigrew 512/385-3695
Funding for video equipment which will be used to show educational films at community events.
Reason: Not organizing

12. South Carolina United Action
P.O. Box 2786, Orangeburg, SC 29116 Corry Stevenson 843/393-9097
Funding for strategic planning project for organization that works on various social justice projects throughout the state.
Reason: Proposal does not provide much detail on their work. Lack of information a problem with previous proposal. Talk about building a progressive network in South Carolina, but do not mention South Carolina Progressive Network (a Resist grantee)

13. Twin Cities Green Guide
Hillel Center, Minneapolis, MN 55414 Ami Voeltz 612/730-1539
Funding to print the Twin Cities Green Guide, an educational and consumer guide which promotes environmentally responsible practices.
Reason: No organizing. No follow-up after distribution. Rejected for same project in 2001. Project $80,000 deficit over 2 years with no plan to get out of debt.

Grant Committee Minutes
September 17 and September 20 2004

Present September 17th: Kendra Hoyt, Yafreisy Mejia, Robin Carton
Present September 20th: Kendra Hoyt, Kay Mathew, Robin Carton

1. Weeding
The Committee removed 12 grants from the cycle and left two in to be considered.

2. 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.

The Committee will bring the proposal forward for its second vote on October 3rd. The Committee will put together a packet of information for Board members after the vote. The packet will include: the current proposal, the current progress report and the guide the Committee put together for evaluating proposals.

The Committee recommends that the Board build in an evaluation process for the transition to general support. After one year, the process should come up for review in order to look at the need for any changes.

3. Grant Allocation Formula
The Committee put together a new allocation formula that is based upon a review of five years of funding patterns. The new formula looks at percentages of applications received per cycle and percentages of grants awarded per cycle. Cycle awards would be a percentage of the annual budget and would look as follows:

		FY05
February:	12%	$36,600
April	20%	$61,000
June	19%	$57,950
August	17%	$51,850
October	19%	$57,950
December	13%	$39,650
		$305,000

The Committee recommends that these are approximate figures and can be adjusted slightly to meet unusual cycle needs.

4. Current and historical funding patterns by geography and subject
The Committee reviewed Resist's funding patterns and looked for gaps or areas to do more outreach. The reminded itself that the categories are fluid- and generally based upon the grant request rather than an organization's overall work. The Committee also noted the Resist goal for funding groups with a broad analysis.

The Committee recommends that their needs to be a broader awareness of the fact that Resist gives accessibility grants. Outreach to current grantees would help in that regard.

The Committee recommended that more outreach be done in states that have received little or no funding over the last several years (e.g. Alabama, Arkansas, Delaware, Hawaii, Indiana, Iowa, Louisiana, Mississippi, North Dakota, Oklahoma, Rhode Island, South Carolina, West Virginia, Wyoming and Puerto Rico).

TA Committee Minutes
September 24, 2004

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

1. TA Grants

Proposal #1- To provide small grants to enable existing grantees to attend technical assistance opportunities.

This would not be new money. Resist would earmark $8,000 in the FY '05 grants budget to provide small grants up to $500 to enable or assist groups to attend trainings for technical assistance. These funds would be available for grantees who have been funded at least twice within the last five years.

-Funds will be available on a quarterly basis and will be dispersed on a first come-first serve basis. Monies will be allocated evenly across quarters ($2,000 for four quarters). Any funds not dispersed within a particular quarter will be rolled over to the next cycle.

-Staff will work to ensure that proposals are reviewed and grants awarded within a two week time frame. The staff will evaluate the proposal from any group seeking to attend a training listed in the Resist Technical Assistance Guide. Applications for grantees seeking to attend a training not listed in the Resist Guide will be sent to the full committee for evaluation.

-Training must occur within 3-5 months of the TA grant award. This initiative will be reviewed by the TA Committee after one year to evaluate its success.

2. Resource Materials for Grantees

Proposal #2- To continue the commitment of providing resource materials to grantees on an ongoing basis.

- The TA committee proposes to allocate $500 yearly 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. We expect current stock of resource books to last through FY '05 and most, if not all of FY'06. Once existing inventory has been depleted Resist would purchase additional supplies of Grassroots Grants (or any other timely/adequate materials) for distribution.

Proposal #2 would not require allocation of any new funds until FY06 or FY07.

3. "Resource Guides"
The Committee set two goals: 1) to update the existing "resource guides" and 2) to produce new information guides based on areas that Resist identifies as informational gaps. The Committee will ask the Board at the October '04 meeting to brainstorm any new "issues" that might be developed into a resource guide.

Meeting adjourned

Finance Committee Minutes
September 23, 2004

Present: Pam Chamberlain, Robin Carton, Wenda Tai, Yafreisy Mejia, Nikhil Aziz

1. Review of Financial Statements
The Committee reviewed the current financial position and several mid-course corrections that were made in August.

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.

a. Grant Overspending
The Board has been implementing the Finance Committee proposal to lower spending on grants for the last three cycles in order to meet budgeted amounts. As of June 30th, grant spending is currently $29,000 over budget-reducing overspending by 50%. There is about $80,000 left in the budget for the upcoming two cycles. This category should end up on target by the end of the fiscal year.

b. Unbudgeted Personnel Costs
The Committee is keeping an eye on the unbudgeted personnel costs due to the need for temporary help while Yafreisy is on maternity leave. The total cost for coverage of her leave remains at approximately $8,500. $5,670 attributed to FY04 and $2,833 to FY05.

c. Accrued Paid Leave
The Personnel Committee has agreed to look at accrued paid leave and come up with a recommendation.

d. Rising Health Care Costs
Health insurance has been reaching double digit increases over the last few years. Yafreisy will be switching to the family plan at the end of the year which will also increase costs. The staff are looking at a range of health insurance options, including new plans, new administrators and a possible staff payment towards health expenses. It would also be possible to look at a flexible spending account that included a higher individual co-pay for services instead of a staff contribution as a way to lower costs.

e. Board Fundraising
The Finance Committee reviewed the Board's fundraising role and was cognizant that the 2004 budget goal is in part dependent upon the Board's agreement to raise funds.

f. Line Items Checked After July Meeting

- *Prospect Mailing Costs*
Issue: Consultant costs exceed annual budget ($10,250 v. $6,000).
Correction: Figures needed to be reallocated and now reflect appropriate budget amounts

- *Professional Fees*
Issue: Accounting costs exceed annual budget ($10,200 v. $10,000)
Information: Accounting costs will exceed budgeted amounts given the need to correct financial statements after the departure of the prior bookkeeper and the transition to a new accounting package.

- *Occupancy Expenses*
Rent exceeds Y-T-D budget ($19,535.43 v. $16,858)
Correction: Figures needed to be reallocated and now reflect appropriate budget amounts

2. Review of Draft FY05 Budget

See FY05 Budget and Narrative attached.

Concern was raised about being able to meet budget targets in FY04 and what that would mean for FY05 numbers. Income will probably not meet FY04 goals. The staff budget preparation and the Committee review took this issue into account in making recommendations. There is not a lot of room for cost cutting given fixed costs. Variables include staff salaries, grant spending and temporary help.

Several cost saving and fundraising proposals included:

a. Carol offered to reduce her time to 4/5. Concern was raised about her ability to get her work done in less time- given the extra hours she puts in already.

b. Health insurance changes (see above)

c. Removing stipend for intern Jean Smith who manages the web site.

d. Decrease in grant spending

e. Hold off on web page re-design or look for donated services

f. Hold off on Board of Advisors meeting- given no funds available for travel

g. Hold off on new t-shirt orders

h. Board to raise more money- raise $1,000 each over the course of a year (see budget narrative for details)

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)

Losses: Total: **($59,200)**
Gains: Total: **$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

	Aug 31, 04	Aug 31, 03
ASSETS		
Current Assets		
Checking/Savings		
10100 · Wainwright Bank Checking	279.29	73,260.38
10200 · Petty cash	50.00	50.00
Total Checking/Savings	329.29	73,310.38
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	211,695.02	250,599.90
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	10,651.98	11,254.59
Other Assets		
1460 · Deposits	2,230.00	2,230.00
Total Other Assets	2,230.00	2,230.00
TOTAL ASSETS	**224,906.29**	**337,394.87**
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	57,457.07	60,710.00
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	23,181.54	17,848.27
Total Current Liabilities	80,638.61	78,558.27
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	144,267.68	258,836.60
TOTAL LIABILITIES & EQUITY	**224,906.29**	**337,394.87**

B

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

	Jan - Aug 04	Budget YTD	$ Over Budget	Budget Annual	Jan - Aug 03
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
Sut 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)**

2005 Budget Narrative

FYI: This budget was prepared as the result of a look back at trends over a five year period of Resist income and expenses. Line item increases or decreases are proposed based upon that trend analysis.

In 1996 the Board voted to spend down current assets at up to $20,000 of expenses over income each year.

The Board also voted that:

1. All restricted funds must be maintained at current principal levels. This would include: the Loan Fund, the Resist Endowment, the Holmes Memorial Fund and the Cohen Memorial Fund. Currently, this totals approximately $116,986.
2. Resist will maintain $25,000 in cash on hand each year in the Operating Fund to cover the costs of any prospecting mailing (later amended to cover any temporary cash shortfall).
3. Resist will reserve $35,000 to cover any unanticipated expenses which might arise during the course of a single year. Based on current budget expansion this totals $70,000.

As a result, the total fund balances which Resist should not fall below is $175,000. The FY2004 Budget takes this policy into account and reflects spending at approximately $20,000 over income leaving asset levels at approximately $200,000.

Income

Income Projections

Internal and External mailing Income: Newsletter is projected to decrease by 10% ($7,000) based upon the expected proposed reduction in Newsletter issues from 10 to 6 per year in FY05. ABC income will increase by 5% ($7,000) based upon increased numbers of donors retained through prospect mailings and better coordination of newsletter, house and prospecting solicitations. Prospect income is projected to decrease by 17% ($8,000) based upon current economic trends and response rates in FY04. Pledge income is projected to remain stable based upon pledge drives, electronic funds transfers and credit card increases. Decreases predicted from internal and external mailings total $8,000 (2% under FY04).

Special Contributions: Stocks are projected to remain even in comparison to FY04 budget based on current market projections and stock valuation. Unsolicited donations are expected to remain the same given that $30,000 in FY03 was received through bequests which are not anticipated to recur in FY05. The gap will be made up through increased use of the Board fund-raising program and potential new donors. As a result, Special Contributions will show a 4% gain of $13,350.

Stock Dividends: Projected $200 less income in comparison to FY04 budget based on current projections and decrease in overall assets.

Sales: T-shirts sales are projected to increase by $1,000 given the introduction of new lines.

Total Income: Projection is for approximately $23,355 more in revenue in comparison to FY04 (a 3.5% increase).

Fund-raising Strategies Proposed for 2004

Resist's income to expense ratio has decreased over the last 3 years. Whereas Resist benefited from the economic boom of the 1990s, Resist has experienced a proportional drop during the economic downturn of the current market. This is congruent with the experience of other social justice foundations- which have reported a reduction in major gifts. Given that Resist will also encounter some decreases in the traditional sources of funding, two emphases are suggested for the coming year:

1. *Increase Board outreach to potential donors.*
This is a modest proposal that each Board and Advisory Board member be encouraged to raise $1,000 over the course of FY05. Strategies could include outreach to family members, colleagues, and fellow activists through written solicitations, house parties or sponsorships. The goal would be for Board members to raise approximately $20,000 during FY05.

2. *Expand the base through maintenance of prospect mailing program.*
Resist has engaged in a donor acquisition project for the last several years. That should continue. It does not need to expand appreciably, but it is important to maintain donor acquisition to offset (and move past) donor attrition. The costs and benefits of this strategy are already included in the FY2005 budget.

Expenses

There are no major program changes identified in this budget given the current budget projections. Any Board decision-making about programmatic changes will require a budget revision process to take those costs into account. Moreover, given the uncertainty of Resist's income streams, the Board may want to identify certain areas of expenses that could be reduced as needed.

Grants: Projecting a level funding in grant spending based upon current spending patterns.

Newsletter: Reductions in cost reflect a decrease from 10 to 6 issues per year.

Temporary help: Reflects the funds for an interim person during Yafreisy's leave and $4,000 for intern Jean Smith.

Consultant: $3,000 reflects need for a computer consultant to upgrade the web site.

Personnel: An increase of $12,200 reflects: staff cost-of-living increases and health insurance cost increases. Please note that Robin is currently working 4/5 time and is not budgeted as a full time position for 2005. Carol has offered to consider reducing her hours to 4/5 time if that would be feasible given workloads and expectations.

Fiscal Overview

This budget leaves Resist with $1,831 of expenses over income (a net loss).

2005 Budget
Board Form

	FY2002	FY2003	FY04 YTD	Budget 2004	Budget 2005	05/04 %
Income						
Internal Mailings	$333,043	$333,903	$178,945	$365,000	$360,000	99%
Prospect Mailings	$41,851	$40,733	$14,688	$48,000	$40,000	83%
Special Contributions	$240,849	$236,130	$97,483	$252,650	$266,000	105%
Investments	($28,606)	$25,266	$1,655	$8,100	$24,180	299%
Other	$2,041	$2,319	$3,402	$2,250	$9,175	408%
Total Income	**$589,178**	**$638,351**	**$296,173**	**$676,000**	**$699,355**	**103%**
Expenses						
Fundraising						
Internal Mailing Costs	$14,565	$16,922	$7,853	$19,400	$18,900	97%
Prospect Mailing Costs	$41,480	$45,621	$29,813	$49,300	$46,700	95%
Other Fundraising Costs	$1,554	$1,717	$574	$4,570	$2,145	47%
Total Fundraising Costs	**$57,599**	**$64,260**	**$38,240**	**$73,270**	**$67,745**	**92%**
Program						
Grants	$336,880	$306,900	$224,985	$310,800	$310,000	100%
Grants Program	$696	$2,659	$1,919	$2,900	$3,750	129%
Newsletter	$42,733	$46,220	$26,843	$49,950	$32,200	64%
Website	$0	$992	$599	$1,000	$2,000	200%
Total Program Costs	**$380,309**	**$356,770**	**$254,345**	**$364,650**	**$347,950**	**95%**
Other						
Personnel	$160,105	$179,850	$116,113	$176,240	$194,475	110%
General and Administrative	$55,894	$65,642	$49,072	$75,234	$80,716	107%
Board Expenses	$8,821	$5,637	$4,061	$10,600	$10,300	97%
Total Other Costs	**$224,820**	**$251,129**	**$169,246**	**$262,074**	**$285,491**	**109%**
Total Expenses	**$662,728**	**$672,159**	**$461,831**	**$699,994**	**$701,186**	**100%**
Total Income (Loss)	($73,550)	($33,808)	($165,658)	($23,994)	($1,831)	8%

Fifty-Three Ways

for Board Members to Raise $1000

by Kim Klein

All good fundraising plans have one thing in common: they show a diverse number of sources for their income. The board of directors plays a crucial role in selecting, implementing, and evaluating fundraising strategies. In addition to other ways that board members may participate in fundraising, they individually commit to raising and giving a certain amount of money, or commit to working by themselves on specific strategies with no financial goal attached.

It is a good idea for board members doing fundraising on their own to write up their plans. This "contract" allows staff to know when they might be called on to help, ensures that events don't happen on the same day or the same donors aren't solicited by several board members, and also helps to remind board members of their commitments.

In order for this method to work, the organization or the board fundraising committee should think of many specific ways board members could actually raise money by themselves. The fifty-three ways suggested below are not an exhaustive list, nor will they all work for every group. Few board members could use all fifty-three ways, but almost any board member should be able to use two or three of them.

All of these methods have been used by different volunteers in a wide variety of organizations. Some methods are much more popular then others. Some depend on access to certain resources.

Presenting board members with fifty-three ways that would work for your organization helps counter the excuse, "I would help but I just don't know what to do." Having each board member write out a plan, with goals and a timeline, also gives them a sense that if they do their best with this plan, they will have helped significantly. Many board members feel that fundraising is never ending, and that no amount of effort is enough. "Whatever I do, I could have done more and probably should have," they say. This feeling of inadequacy leads to high turnover, burnout, and resentment in boards. Specific fundraising contracts can help avoid that result.

Following the description of the fifty-three ways board members can raise funds, there is a suggested format for a contract and examples of some completed contracts.

1. Give it yourself. This is the easiest way for those who are able, although if you are able to give this much money you should be helping to raise much more than $1000.

2. List all your friends who are interested in your organization or similar organizations. Decide how much you want to ask each one for. If you are not sure of an amount, use a range. Write to them on your own stationery, include a brochure from the organization and a return envelope. Phone those people who don't respond in two weeks. Some people will need 10 friends to give $100, and some people need 50 friends to give $20. Most people will need a combination of gifts of $100, $50 and $25.

3. Give part of the $1000. Then ask your friends to join you in giving $50, $100, or whatever amount you gave. This is most effective because you are not asking them to do anything you haven't done.

4. Set up a challenge campaign. Challenge gifts can be quite small. Tell people you'll give $5 for every $25 they give, or will match every $50 gift up to ten gifts. For added suspense, make this challenge during a fundraising event. You or the host can announce, "We now have the Dave Buckstretch Challenge. For the next five minutes, Dave will give $5 for every new member that joins Worthy Cause."

5. If your organization has several grassroots fundraising strategies in place, use them all:

Sell 100 raffle tickets (@$2)	$200
Give $200	$200
Sell 10 tickets to the annual event (@ $25)	$250
Buy two gift memberships (@ $25)	$ 50
Get 12 friends to join (@ $25)	$300

6. Help with your organization's phone-a-thon. Bring the names of people you think would like to join and call until you have raised $1000. Or trade names with someone in the organization and call their friends until you have reached $1000. This is particularly effective for people who are shy about asking their own friends for money but are not afraid to ask people they don't know.

7. Acquire mailing lists for your organization. If you belong to another group, perhaps you can set up an exchange, or perhaps you have access to a list of members of some other group. You can ask all your friends to give you the names of 10 to 15 people they think would like to join. You would need to recruit about 25 members at an average gift of $40. Depending on how "hot" your list is, you might need as few as 200 names (to do a bulk mailing) or as many as 1500-3000 (if you expect a 1–2% response). You would have to have a greater response if you wanted the mailing to pay for its costs and also generate $1000.

8. Give the organization something they need that is worth $1000, such as a new computer, filing cabinets, couch, software program, etc.

9. Pledge $28 a month, and get two others to do likewise.

10. Teach a seminar on a topic you know: fundraising, knitting, organic gardening, organizing, proposal writing, environmental impact reports, gourmet cooking, dog grooming, starting your own business. Charge $50-75 per person, with a goal of 15 to 20 people. Either absorb the cost of promotion, or have enough participants to cover it.

11. Give some or a lot of things to your organization's garage sale, making sure they are worth $1000, and then help to sell them all.

12. With four or five friends, have a spaghetti dinner at a temple, church or union hall or other big room with a large kitchen. Charge $10 per person and feed more than 100 people. You can charge extra for wine or garlic bread, or for dessert.

13. Have a fancy dinner at your home or a regular dinner at someone's fancy home. Serve unusual or gourmet food, or have special entertainment. Charge $40 or more per person, and have 25 or more guests.

14. Get three friends to help you have a progressive dinner. Start at one person's home for cocktails and hors d'oeuvres, progress to the next person's house for soup or salad, the next person's for the main course, and the last person's for dessert. Either charge by the course or for the whole package. To make it extra special (and much more expensive), get a limousine for the evening that carries guests from house to house, or have live music at each site.

15. Host a house party. Do not charge admission and invite as many people as you can. During the party, give a short talk about your organization and ask everyone to consider a gift of $25, $50, $100 or more (depending on the crowd). Either pass out envelopes and ask people to give then, or after the party contact everyone individually who came and ask for a major gift. Indicate that you have given and, if appropriate, how much you have given.

16. Get your gambling friends together. Charge a $5 entrance fee and have a poker evening, asking that every "pot" be split with the organization. Individuals win and so does the organization. You can charge extra for refreshments, or include one or two glasses of something with the price of admission. (Watch the laws in your community on this one. In some communities it is illegal to gamble, even in your own home.)

17. Do one fundraising event every other month. This might look like:

Poker Party..... $200
Fancy dinner (8 people × $50)..... $400
Sell 50 raffle tickets @$2..... $100
Book sale $200
Recycle newspapers $100

18. Solicit small businesses, churches, synagogues or service clubs for $1000. If you are active in a church or you own your own business and are involved in business organizations or service clubs, this can be very effective. You can often raise $200-$1000 with a simple proposal and oral presentation.

19. Take a part-time job in addition to your present work and give everything you earn up to $1000.

20. Ask five to ten people to save all their change for three to five months. You save yours. Count it at the end of the prescribed time and use one of the other methods to raise the rest. (You may not need to.)

21. Ask two to five friends to help you put on a bake sale, book sale, or garage sale. You and your friends bake the goodies or get the books or the other stuff required for the sale, staff it and clean up afterwards. This is an excellent way to get people involved in fundraising without ever actually asking them for money.

22. For the fairly rich: Give your organization $13,000 as an interest-free loan for a year. They invest it, earn 8%, and at the end of the year, they give your $10,000 back.

23. Sell your organization's materials, buttons, T-shirts, bumper stickers, or whatever else they have for sale. Also, help distribute these to bookstores or novelty shops.

24. The Farming Out Method: Entice five friends to sell 100 raffle tickets at $2 each, or invite ten friends to raise $100 however they like. Share this list of suggestions with them. Give them a nice dinner at the successful end of their efforts (or a bottle of good wine, or a weekend away).

25. Get a famous or popular person to do a special event. Watch the costs on this, or you may lose money.

26. Invite people to your birthday party and ask that in lieu of gifts they give money to your organization.

27. Conduct a volunteer canvas. For one evening, you and a group of friends take literature to all the neighborhoods around you and ask for money at the door. Be sure to comply with city and county ordinances.

28. Lead or get someone to lead a nature walk, an architectural tour, a historic tour, a sailing trip, a rafting trip, or a horseback ride. Charge $15-$25 per person, or charge $35 and provide lunch. Advertise the event in the newspaper to draw in people from outside your organization.

29. Start a pyramid dinner, or a chain dinner. Invite 12 people and charge $12 each. Get two people of the twelve you invited to invite 12 people each at $12, and two people from each of those two dinners to have 12 people at $12, and so on. Here's the income:

Your dinner $12 × 12 ..... $144
From your dinner $12 × (12 + 12) $288
From those dinners $12 × (12 + 12 + 12 + 12) $576
From those dinners $12 × (12 × 8) etc.

Twelve is used in this example because it worked very well for the Nuclear Freeze Campaign in California, which was Proposition 12. In many communities, most of the income for the campaign was generated by 12 × 12 dinners.

30. Collect cans for recycling. Ask all your friends to save their cans and bottles for you and turn them in to a buy-back recycling center.

31. Sell your frequent flyer miles to friends or donate them to the organization for a raffle. Watch the rules of the airline on this, but some airlines let you give away miles, and you may be able to sell your miles as long as you don't go through a mileage broker.

32. If you live in a nice house or own a getaway cottage in a beautiful place or an expensive city, rent it out for a week or a weekend two or three times during the year and give the proceeds to your organization. Or rent a room in your home for much less than the cost of a hotel room to people needing a place to stay while they are on business in your city. You may even make a new friend in the process.

33. Organize a service raffle. Get four people (one can be you) to donate a simple but valuable service that many people could use and sell raffle tickets for $10-$20 each. Keep the price a little high so you don't have to sell so many and so that the buyers have a higher chance of winning. Services can include childcare for a weekend or for any weekend night two weekends in a row; one day of housecleaning; yard work; house painting (interior or exterior), etc. Sell the tickets to neighbors, work mates and to other board members. Encourage people to buy several by offering discounts for multiple purchases, such as one for $10, 2 for $20, but 3 for $25, 4 for $35, 5 for $40. If you are really bold or live in a more affluent area, or have few friends, sell the tickets for $50 each. A full day of housecleaning for $50 is a real bargain, and buyers have a high chance of winning with fewer tickets sold.

34. Offer to do something your friends and family have been nagging you to do anyway and attach a price to it. For example, quit smoking on the condition that your friends donate to your group, or get your friends to pay a certain amount for every day you don't smoke for up to 30 days. Agree to match their gifts at the end of thirty days if you didn't smoke and to give

them their money back if you did. (This method could be applied to other healthy behaviors, such as exercising or not eating sugar.)

35. Find out what items your group needs and try to get them donated. This is good for people who really hate to ask for money but who don't mind asking for things that cost money. Items that one can sometimes get donated include computers, office paper and other office supplies, office furniture (second-hand from banks and corporations as they redecorate), fax machines, adding machines, food, even cars.

36. If you or someone you know owns a small business that has regular customers who receive a catalog or announcements of sales, write them an appeal letter for the organization. Your letter can say something like, "You are one of my best customers. As such, I let you know about sales coming up and good things happening in my store. Today, I want to tell you about another good thing—what I do when I am not minding the store." Then go on to describe the group and ask for a donation.

37. Similar to #36, post this letter on your Web site. Link to the organization's Web site and ask people to donate.

38. If the organization doesn't have a Web site or doesn't keep their Web site up, ask all your techie friends to donate $100 each and hire a Web Master.

39. Give it yourself. (This is so good I have to say it twice.)

40. Strategy with a long-deferred payoff (we hope): leave the group a bequest.

41. With similar hopes as above, get friends to include the group in their wills.

42. Ask friends who belong to service clubs, sororities, antique collecting groups, support groups, bridge clubs, etc. to discuss your organization in their group and pass the hat for donations. A once-a-year sweep of even small groups can yield $100 from each.

43. For the church-going: ask if your organization can be a "second collection." The church passes the plate for its own collection and then you or someone from your organization gives a brief talk (or sometimes the whole sermon) about your group and the plate is passed again; the proceeds go to your group.

44. A variation on the above is to organize a "second collection Sunday" and get as many churches as you can to take up a second collection for your organization on the same Sunday. Someone from your group will need to be at each service and give a brief talk. Second collection Sundays can be very lucrative: the Catholic Campaign for Human Development collects as much as $20 million on one Sunday in all the participating Catholic churches in the United States.

45. If, as a child, you collected something avidly that you now store in a basement, consider selling it. Coins and stamps are particularly valuable and have usually increased in value over the years. But your collection of rocks, toy ships or rockets, arrowheads, or dolls can also be valuable. When you donate the income from the sale, you can deduct that amount from your taxes—an added bonus of this strategy, since you probably paid little or nothing for the items in the collection.

46. Have a sidewalk sale or garage sale for your whole neighborhood or building. Go around to your neighbors and tell them you will take their stuff outside and sit with it all day to sell it if they will donate half or all of the proceeds to your group. Since this is stuff people want to be rid of anyway, it is a good deal for them. In one apartment building with ten units participating in donating stuff, an organization netted $3,000 in one day. Three people from the organization helped with the selling. With a few high-ticket items, such as a washer/dryer or some nice lamps, you can make good money.

47. If you have an artistic bent, offer to design greeting cards to specification for organizations or individuals for a fee. If you are good at calligraphy, sell your skills to schools for graduation announcements, friends for classy but low-cost wedding invitations, or just fun certificates such as "World's Greatest Dad" for Father's Day or "Outstanding Friend." Create unique Halloween costumes or masks. Donate the proceeds from your artistry.

48. Create a take-off on the "adopt-a-highway" technique by naming budget items of your group as available for adoption. You could develop a flyer that reads, "The following items have been found near death from negligence and abuse. Won't you help? $25 per month will ensure that our computer is maintained. $100 per month will release our photocopy machine from toiling with no toner and a dying motor. (We can lease a new one.)"

49. An idea for people who live in border towns: Get permission to place a large container in stores or even at the airports of towns near national borders. Have a sign that asks people (in several languages) to throw in any coins or paper money they have not exchanged. Many times people leaving Canada or Mexico don't have time to exchange all their money or cannot exchange their loose change. Multiply this times hundreds of shoppers or travelers and you can make a lot of money. UNICEF does this in many European airports.

50. Hold an "I'm Not Afraid" Auction. You can do this with just a few friends or hundreds of people if you have enough items to auction. You survey a few people (and use your own common sense) about what things need to be done in their home of office that they are afraid of or would really

rather not do. This is different from a service auction—there has to be an element of dread in the activity. For example, some people cannot wash their windows because their apartment is too high or the second story of their house is too high and they suffer from vertigo. If you are not afraid of heights, you can sell your window-washing service (bring a sturdy ladder). This goes for drain cleaning, minor roof repairs, antenna fixing, etc. Or, if you are unafraid of cockroaches or spiders, you can offer to clean out that dark corner or garage or basement for a small fee. Snakes can be found in gardens and woodsheds, but maybe that doesn't bother you. The problem doesn't need to be as serious as phobia. How about allergies to dust, pollen, weeds? If you don't have them, you can mow, sweep, clean for a fee. By marketing it as an "I'm Not Afraid" Auction, you also have the option for people to name something they need done to a group of volunteers, and then have a volunteer say, "I'm not afraid to do that." In that case, you will need a set fee for service.

51. Similar to the suggestion above is the "Details Auction." This is for all your friends whose desks are overflowing with papers or who can't get their receipts in order to give to the tax preparer or who complain they can never find anything. If you are a well-organized person, offer to clean up their desk, get their Rolodex in order, file their papers, etc. If you like to shop, sell that to people who don't and do their holiday shopping for them, or buy birthday, baby shower or niece/nephew presents for them. Anything that people feel they cannot control is the organized person's fundraising dream come true.

52. Find out which of your friends (perhaps this is true for you also) work in corporations with matching gift programs. Then ask them to donate and get their gift matched for your organization, and ask them to ask their co-workers to donate and get their gifts matched.

53. Think of a store or service related to your organization or where a lot of your members shop. Ask the store to donate a percentage of profits for a certain day or week, or even forever. You can also explore this with mail-order firms. Then you advertise widely to friends, family and members that Joe's Florist will give 2% of each sale during Valentine's weekend to anyone identifying themselves with your group.

As you can see, almost all of these strategies involve asking for money and giving money yourself. These are the basic premises of fundraising—you must ask, you must give. Everything after that involves creativity, imagination and a sense of fun.

Samples of Fundraising Commitments by Board Members or Other Volunteers

Sample agreement form to be filled out by volunteers:

I, _____,
will help Effective Organization raise $ _____.

My Gift: $ _____.
Indicate how payment of this gift is to be made. (i.e. by pledging monthly or quarterly, or one lump sum, etc.)

I will also:

1. _____
   Goal: $ _____.
   Staff help needed: _____.
   Date of event: _____.
   Date to begin planning event: _____.
2. _____
   Goal: $ _____.
   Staff help needed: _____.
   Date of event: _____.
   Date to begin planning event: _____.

I am interested in more training in fundraising. ___ YES ___ NO

You may contact me for other fundraising efforts. ___ YES ___ NO

Here are three examples of how people filled out similar agreements. Their names and organizations have been changed.

Example 1

I, Matthew Cornwall, will help Community Organizing Project to raise $250.

My gift: $5/month = $60

I will also:

1. Ask four friends to pledge $5/month. I hope at least 2 will say yes, which makes $120. No help needed.
2. I will sell $70 worth of raffle tickets. (If any of my friends win the cash prize, I will ask them to donate half of it.) No help needed. I will ask my friends by May, and sell the raffle tickets before the drawing. You can also ask me to help with other events if you need me.

Signed: _____.

Example 2

I, Jane Mahoney, will help the Women's Rights Organization raise $1000 in the next calendar year.

My gift: $250, paid in one lump sum in January.

I will also:

1. Organize and teach a seminar on organic gardening. I plan to have 20 people come at $25 each. I will pay for advertising.

   Goal: $500

   Planning: I will need some help finding a free room for the seminar, but no other staff help is needed.

   Date of seminar: March 15.

   Date to begin planning: Jan. 15.

2. I will contribute my couch to the garage sale. It is worth $100, but I will sell it for $50. I will buy a classified ad in the city newspaper telling people where to come to look at it. I will also help at the sale.

   Goal: $50

   Date: Whenever the garage sale is.

   Planning: I need the staff to tell me the date of the sale a month in advance so I can get the ad in the paper.

3. I will work on the phone-a-thon. I will bring the names of 25 people and call them myself that evening, and will call anyone else I have time for.

   Goal: 20 people actually joining @ $15 = $300

   Date: June 15

   Planning: No staff help needed for my participation in the phone-a-thon.

Note: I plan to go $100 over my $1,000 goal, so that in case something goes wrong I will still make my goal.

Signed: _____.

Example 3

I, Carol Benson, will help the Advocacy and Action Task Force to raise at least $500.

My gift: $50 paid in one lump, as soon as I can.

I will also:

1. Solicit a new computer for our office. I will work on this until March.
2. If that fails, I will solicit a fax machine. (I know some people in the office supply business so I think I might succeed.) I will work on that until May. No staff help needed, I don't think, but if there is, I'll give plenty of notice.
3. If the above two fail, I will have a barbecue at my house on the Fourth of July. At least thirty people will come and pay $10. Goal: $250 (I will take $50 out for my expenses.) Staff help needed to send out invitations and prepare food.
4. I will get two other board members to help me do a big bake sale at Suburban Shopping Center. We will get all the baked goods donated and be there all day Sunday, June 14.

   Goal: $200 (maybe more)

Maybe I'll do the last two anyway even if the first one or two are successful. Don't plan on it, though, and don't ask me to do anything else unless you are truly desperate.

Signed: _____.

Kim Klein is co-publisher of the Grassroots Fundraising Journal.

a call to **RESIST** illegitimate authority

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Board Meeting
October 3, 2004

Dear Board member:

For this meeting, we have 26 requests to consider which means we'll have approximately $33,300 for grants.

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

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	10:35-10:40
D. Grant allocations	10:40-12:30
E. Reflect on grant allocations	12:30-12:40
F. Lunch	12:40-1:10
G. Yafreisy's leave replacement	1:10-1:20
H. Election of Officers	1:20-1:40
I. Budget Presentation	1:40-2:00
J. General Support Proposal (2nd vote)	2:00-2:10
K. Newsletter Proposals	2:10-2:30
J. Other Committee Reports:	2:30-3:00
Staff	
Board Development	
Communications	
Executive	
Fundraising	
Finance	
Grants	
Personnel	
TA	
K. Reports on networking and opportunities, past and upcoming	3:00-3:10
L. Political Discussion	3:10-4:00
Electoral politics and this political moment; report back from Boston Social Forum	
M. Review/reflect/evaluate	4:00-4:10
N. Adjourn	

IF YOU HAVE ANY SUGGESTIONS FOR REFERENCES-
PLEASE CALL, FAX, E-MAIL OR MAIL THEM ASAP.

TA Committee Proposals

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 to send the book out in the future.
   c. Start brainstorming suggestions for new resource guides.

Communications Committee Meeting
Minutes from August 23, 2004

Present: Hank Rosemont, Abby Scher, Ty dePass, Payal Parekh, Carol Schachet

1. Newsletter Frequency.
Discussed Carol's memo (see attached) recommending that the Newsletter frequency be reduced from 10 times/year to 6 times/year. Would allow more time to pay attention to production of the material. Occasionally do 12 page issues, but 8 page still be the standard.

* Committee voted to recommend that Resist publish the Newsletter 6 times a year, reducing it from its current 10 times/year.

The fund raising impact will be evaluated at the end of 2005, but it may take longer to evaluate it.

2. E-Newsletter.
Robert Morrison prepared several useful documents outlining the issue associated with developing and maintaining an E-Newsletter (attached), including the advantages and disadvantages of commercial and free list manager list services. Ty expressed a preference toward Commercial E-mail List Services (CELS) in order to deal with bounce-backs, etc. Noted that it can take several months to sort things out, tie us with the server, deal with SPAM issues and filters. The goal would be to try to become self-sufficient within one year.
Need to make sure that the website gives people an opportunity to sign-up and edit their e-mail subscription information.

* Committee recommended pursuing an E-Newsletter.

3. Web Page Redesign.
Robert is willing to work with a designer, but he is more of a techie/background person. Main concerns are to be:

* consistent with other Resist materials
* accessible and usable
* include easy links to donate and subscribe to e-mail list serve

Possible designers: Leftylucy.com, Kate Canfield (Ty knows her): 617-247-3869; 617-247-7447.

PROPOSALS

~~Proposal~~ for the Board is three discreet parts:
1. That Resist reduce the frequency of its print Newsletter to six issues per year;
2. That Resist develop an E-Newsletter that will be related to the paper newsletter on those six months, and be a brief announcement/article or grant update on the non-paper Newsletter months; and
3. That Resist redesign its webpage.

Further, of the funds that Resist will save by publishing fewer Newsletters, the Communications Committee requests that at least $5,000 be set aside for communications activities, including the development of an e-newsletter and web page.

October 2004
Grant Requests and Proxy

Multi-Year
Renewals

1. Citizens for Alternatives to Radioactive Dumping **$3,000**
144 Harvard Street, SE, Albuquerque, NM 87106 Janet Greenwald 505/266-2663 www.cardnm.org
Funding for year three of multi-year general support for a group which monitors and organizes around the Waste Isolation Pilot Plant, an underground repository for weapons-generated, plutonium-contaminated waste.
Decision: Full _____ Partial _____ No _____ Undecided _____ Defer _____
Comments:

2. Coalition for the Human Rights of Immigrants (CHRI) **$3,000**
339 Lafayette Street, New York, NY 10012 Jane Guskin 212/254-2591 www.itapnet.org/chri
Funding for year three of multi-year general support for group organizing to change US laws and policies that marginalize and demonize immigrant communities, including work opposing INS detention center policies.

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

New

3. The Policy Institute **$3,000**
PO Box 1362, Helena, MT 59624 Ken Toole 406/442-5506 Ken@mhrn.org
Funding for general support for a progressive policy think-tank that provides support and expertise for activist agendas organizing against corporate economics.

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

4. Arise for Social Justice **$3,000**
94 Rifle Street, Springfield, MA 01105 Christina Dunsmore 413/734-4948 www.angelfire.com/ma4/arise
Funding for multi-year general support for economic justice organization run by and for low-income people.

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

5. Bitterroot Human Rights Alliance **$3,000**
P.O. Box 915, Hamilton, MT 59840 John Schneeberger 406/375-0088 schnee@montana.com
Funding for multi-year general support for an organization challenging the intolerant social and political climate in the Bitterroot Valley through increased visibility and collaboration of progressive organizations.

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

6. Peace and Justice Center of Eastern Maine **$3,000**
170 Park Street, Bangor, ME 04401 Ilze Peterson 207/942-9343 www.peacectr.org
Funding for multi-year general support for organization that links individuals and groups concerned with peace, social justice and environmental issues in Eastern Maine.

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

Regular

Central, Latin America and the Caribbean

7. Community Action for Justice in the Americas (CAJA) **$3,000**
102 McLeod, PO Box 9274, Missoula, MT 59807 Erin Thompson 406/549-9697 www.caja.org
Funding for general support for an organization working in solidarity with grassroots organizations in the Americas to fight for social and environmental justice.

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

Community Organizing/ Anti-Racism

8. Center for Justice, Peace, and Environment **$3,000**
P.O. Box 400, Fort Collins, CO 80522 Cheryl Distaso 970/419-8944 www.cjpe.org
Funding for general support for community based organization working for social change in Northern Colorado.

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

9. North Dakota Human Rights Coalition **$3,000**
P.O. Box 1961, Fargo, ND 58107-1961 Cheryl Bergian 701/239-9323 www.ndhrc.org
Funding for general support for statewide organization working on human rights issues in North Dakota.

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

10. Organizers' Collaborative **$3,000**
P.O. Box 400897, Cambridge, MA 02140 Rich Cowan 617/426-1228 www.organizenow.net
Funding for general support for organization that works to strengthen and unify the U.S. grassroots social change movement by training activists in the use of software and the Internet as organizing tools.

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

11. Vecinos Unidos **$3,000**
P.O. Box 260268, Hartford, CT 06126-0268 Luz Santana 860/951-7312 vecinos@sbcglobal.net
Funding for general support for organization that works to empower women in the Latino community to challenge economic oppression.

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

12. WESPAC Foundation **$3,000**
255 Dr. Martin Luther King Jr. Blvd, White Plains, NY 10601 Nada Khader 914/682-4690 www.wespac.org
Funding for general support for group that works on issues involving criminal justice reform, fair trade, indigenous peoples' rights and an examination of structural racism in the peace movement.

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

Economic Justice

13. Dairy Farmers of Vermont **$3,000**
7 Court Street, Montpelier, VT 05602 Peter Sterling 802/223-6767 peter@democracyfund.org
Funding to organize Vermont dairy farmers to advocate for agricultural policy reform and collectively bargain to raise the farm price of milk

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

14. Interfaith Action of Southwest Florida **$3,000**
1107 New Market Rd., Immokalee, FL 34142 Brigitte Gynther 239/986-0688 Brigitte@interfaithact.org
Funding for general support for an organization organizes the faith-based community to work in partnership with farmworkers to challenge corporate control of the agricultural industry, trade policies and systemic injustices that affect immigrant and migrant workers

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

Gay/Lesbian/Bisexual/ Transexual

15. Center for Artistic Revolution **$3,000**
26 Coolwood Drive, Little Rock, AR 72202 Sabrina Zarco 501/603-2138 ArtchangesU@aol.com
Funding for general support for organization that works to build bridges and collaborations between diverse communities through organizing initiatives that address the issues and systemic oppressions that undermine access to equality.

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

16. Community Alliance of Lane County (CALC) **$3,000**
458 Blair, Eugene, OR 97402 Michael Carrigan 541/485-1755 www.calclane.org
Funding for a campaign to challenge overt bigotry and institutionalized oppression directed at the GLBTQ community in Eugene and Springfield, and to build support for GLBTQ rights.

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

Health/AIDS/Disability

17. West Virginia FREE **$3,000**
100 Capitol Street, Suite 301, Charleston, WV 25301 Margaret Chapman 304/342-9188 www.wvfree.org
Funding for general support for organization which seeks to further and protect reproductive freedom for women in West Virginia.

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

Prisoners

18. California Interfaith Alliance for Prison Reform **$2,690**
2041 Larkin Street, San Francisco, CA 94109 Shashi Dalal 415/553-4155 info@fellowshipchurch.org
Funding for the People's Commission on Prison Abuses during which will conduct a human rights investigation at two of California's most troubled prisons as a counterpoint to the Governor's commission on prisons.

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

19. Critical Resistance Oakland **$3,000**
1904 Franklin Street, #504, Oakland, CA 9411094612 Sitara Nieves 510/444-0484 www.criticalresistance.org
Funding for the publication of a newspaper directed, written and designed by prisoners to increase dialogue between prisoners, CR members, and outside allies.

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

20. New Mexico Center for Social Justice **$3,000**
P.O. Box 80243, Albuquerque, NM 87198 Suzann Trout 505/254-2118 troutis@msn.com
Funding for general support for organization advocating for systemic prison reform and the fair and respectful treatment of their families.

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

21. Proyecto Common Touch **$3,000**
935 39th Avenue, Oakland, CA 94601 Tommy Escarcega 510/409-1662 www.proyectocommontouch.org
Funding for general support for organization that seeks to educate female parolees on the parole process, involve defense attorneys in helping parolees access better representation, and involve female prisoners in changing policy.

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

22. Texas Moratorium Network **$3,000**
14804 Moonseed Cove, Austin, TX 78728 Scott Cobb 512/302-6715 www.texasmoratorium.org
Funding to organize the Fifth Annual March to Stop Executions which will bring together groups in Texas engaged in the anti-death penalty movement to demonstrate the level of public opposition.

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

Women

23. Arab Women's Gathering Organizing Collective (AWGOC) **$3,000**
1265 Harrison Avenue, Columbus, OH 43201 Amira Jarmakani 614/291-5837 amirajarmakani@yahoo.com
Funding for general support for organization seeking to develop a broad-based movement for social justice that is rooted in the perspective of Arab and Arab American women and girls.

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

24. U.S. Women and Cuba Collaboration **$3,000**
P.O. Box 15202, Seattle, WA 98115 Jan Strout 206/547-0940 www.womenandcuba.org
Funding for general support for an organization seeking to build a strong US women's movement dedicated to ending the US government blockade of Cuba.

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

Youth

25. Manhattan Alliance for Peace and Justice Education Fund **$3,000**
P.O. Box 1561, Manhattan, KS 66505 Anne Cowan 785/537-2025 www.mapj.org
Funding to promote student activism at Kansas State University by helping students strengthen existing progressive campus organizations and creating new opportunities for students to engage in social action.

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

26. Nevada Young Activist Project **$3,000**

1101 Riverside Drive, Reno, NV 89503 Inger McDowell 775/348-7557 www.planevada.org

Funding for general support of a youth-led project focused on empowering youth activists to build a meaningful movement to address critical social justice issues in their lives.

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

Comments:

Total Number of Grants:	**20 regular grants; 6 multi-year grants; 0 emergency grants; 0 loans; 13 not on agenda**
Total Amount Requested:	**$77,690**
Total Allocation for Cycle:	**$33,300**
Total Grants:	**regular grants; multi-year grants; emergency $**
Total Loans:	**$**
Total Allocated:	**$**
Total # of Grants Allocated:	**regular grants; multi-year grants; emergency**
Total # of Loans	
Total # of Grants and Loans:	

October 2004
Not On Agenda

1. Athens Votes
276 Highland Avenue, Athens, OH 45701 Debbie Schmieding 740/592-5983
Funding for the Rally for Children Left Behind, which will educate the public about the problems with the No Child Left Behind Act and the under-funding of education.
Reason: No plans for follow-up after the rally. Good collaborations in the state (Code Pink, ACORN, Appalachian Peace and Justice Coalition). This seems to be one step in building a larger alliance. Diversity chart numbers are off. Very big expectations for rally, whose theme is pretty mainstream.

2. Black Warrior Riverkeeper
P.O. Box 59684, Birmingham, AL 59684 David Whiteside 205/967-0801
Funding to pay for 150 membership dues in order to expand group to include more low-income, minority citizens who live in targeted toxic areas.
Reason: Single-issue. Partial answer to q. 11 shows no broader analysis across issues. Project is a problematic way of achieving diversity, although they are clearly trying to the tackle problem. Actual work seems mostly legal/lawsuit related.

3. Boston Student Labor Action Project (SLAP)
c/o Mass. Jobs with Justice, Boston, MA 02130 Tiffany Skogstrom 617/524-8778
Funding for a youth organizer who will run student trainings, raise student activism and solidarity with local labor struggles, and recruit youth to participate in the Jobs with Justice Solidarity School.
Reason: Not clear if SLAP is a project of Jobs with Justice or separate. Seems designed to recruit for JwJ. No board. No staff. No information on membership, youth involvement, or collaborations. No diversity chart. Unclear how this group overcomes the problem of student turnover and inconsistent involvement. Details of salary breakdown lacking for project plans. Big plans for a part-time student worker, and they don't even know for how many semesters this project will run.

4. Central Pennsylvanians to Abolish the Death Penalty
315 Pfeffer Street, Harrisburg, PA 17102 Daniel Flaumenhaft 717/232-1943
Funding for full-time staff member to expand organizing capacity of group which opposes the death penalty and seeks a gubernatorial moratorium on executions.
Reason: Better project and plans this time, but group is still small, white. Not organizing across issues (with no plans to in the near future). No positions on many issues.

5. Communities United for Action, Power & Justice
9 Gammon Avenue, Atlanta, GA 30315 Dan Horowitz de Garcia 404/455-6812
Funding for Operation Open Book, a four-month statewide campaign that seeks to remove the "state secret" status of parole files.
Reason: Not off the ground until October. Money is for travel. Prison & Jail Project not mentioned as an ally. Goals unclear. No local references although a collaboration of local groups founded the project. Expect $50,000 from foundations- almost none of which has been

6. Cursor, Inc.
420 North 5th Street #707, Minneapolis, MN 55401 Rob Levine 612/332-8414
Funding for general support for organization that seeks to fight the Right by offering alternative media coverage through two websites.
Reason: Vague answers to question 11. Didn't answer question 9 re: diversity. Not organizing- not clear will lead to organizing. No follow up with web visitors.

7. Femina Potens
465 Van Ness, San Francisco, CA 94103 Tina Butcher 415/861-2240
Funding for general support for group dedicated to promoting and educating women, gender queer, and transgendered artists and youth.
Reason: No organizing. Workshops more about empowerment than a political vision. No broader analysis

8. Mujeres Luchadoras Progresistas
300 Young Street, Woodburn, OR 97071 Cassandra Ogren 503/982-0243
Funding for general support for organization of Latina farm workers that seek to promote self-sufficiency and economic development through production of Christmas wreaths and other projects.
Reason: Not organizing. Not clear how this is used as a vehicle for change. No details on what or how political training or education occurs.

9. Next Generation
1741 Lincoln Avenue, #6, San Rafael, CA 94901 Roni Krouzman 415/455-9498
Funding for an emergency grant to carry out a youth education and training campaign related to a ballot initiative banning genetically modified crops from local farmland.
Reason: Not an emergency. Group has no involvement with issues on genetic engineering or crossover with genetic engineering activists. No ongoing plans to work on this issue.

10. Partners for Peace
1250 4th Street, SW, Suite WG-1, Washington, DC 20024 Susanne Waldorf 202/863-2951
Funding for general support for organization that promotes a just peace between Palestine and Israel by educating U.S. residents about Palestinian and Israeli non-violent peace movements.
Reason: 2004 budget at $155,000 is over cap. No specifics on collaborations. Not diverse.

11. Rhizome Collective
300 Allen Street, Austin, TX 78702 Stacy Pettigrew 512/385-3695
Funding for video equipment which will be used to show educational films at community events.
Reason: Not organizing

12. South Carolina United Action
P.O. Box 2786, Orangeburg, SC 29116 Corry Stevenson 843/393-9097
Funding for strategic planning project for organization that works on various social justice projects throughout the state.
Reason: Proposal does not provide much detail on their work. Lack of information a problem with previous proposal. Talk about building a progressive network in South Carolina, but do not mention South Carolina Progressive Network (a Resist grantee)

13. Twin Cities Green Guide
Hillel Center, Minneapolis, MN 55414 Ami Voeltz 612/730-1539
Funding to print the Twin Cities Green Guide, an educational and consumer guide which promotes environmentally responsible practices.
Reason: No organizing. No follow-up after distribution. Rejected for same project in 2001. Project $80,000 deficit over 2 years with no plan to get out of debt.

TA Committee Minutes
September 24, 2004

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

1. TA Grants

Proposal #1- To provide small grants to enable existing grantees to attend technical assistance opportunities.

This would not be new money. Resist would earmark $8,000 in the FY '05 grants budget to provide small grants up to $500 to enable or assist groups to attend trainings for technical assistance. These funds would be available for grantees who have been funded at least twice within the last five years.

-Funds will be available on a quarterly basis and will be dispersed on a first come-first serve basis. Monies will be allocated evenly across quarters ($2,000 for four quarters). Any funds not dispersed within a particular quarter will be rolled over to the next cycle.

-Staff will work to ensure that proposals are reviewed and grants awarded within a two week time frame. The staff will evaluate the proposal from any group seeking to attend a training listed in the Resist Technical Assistance Guide. Applications for grantees seeking to attend a training not listed in the Resist Guide will be sent to the full committee for evaluation.

-Training must occur within 3-5 months of the TA grant award. This initiative will be reviewed by the TA Committee after one year to evaluate its success.

2. Resource Materials for Grantees

Proposal #2- To continue the commitment of providing resource materials to grantees on an ongoing basis.

- The TA committee proposes to allocate $500 yearly 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. We expect current stock of resource books to last through FY '05 and most, if not all of FY'06. Once existing inventory has been depleted Resist would purchase additional supplies of Grassroots Grants (or any other timely/adequate materials) for distribution.

Proposal #2 would not require allocation of any new funds until FY06 or FY07.

3. "Resource Guides"
The Committee set two goals: 1) to update the existing "resource guides" and 2) to produce new information guides based on areas that Resist identifies as informational gaps. The Committee will ask the Board at the October '04 meeting to brainstorm any new "issues" that might be developed into a resource guide.

Meeting adjourned

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144

TECHNICAL ASSISTANCE GRANT APPLICATION FORM

Date Received	_____
Board Meeting Date	_____ Board Decision

Grant applicant please fill out the following Cover Sheet:

Date _____

Name of Organization _____

Address _____

_____ Telephone ( ) _____

E-mail address _____ Web Site _____

Contact Person _____ Phone (if different) _____

Is your group tax-exempt? _____ Yes _____ No

If yes, please **attach a copy** of your Federal **IRS notification letter**.
Neither your state tax exemption nor your employer identification number meet this requirement.

If you are not tax exempt, do you have a tax exempt organization that would be willing to supervise the funds you would receive if your proposal is approved? If so, please fill in the name and address of that organization and **include their IRS notification letter** with this application.

Fiscal Conduit: _____

Address: _____

Please list any projects for which you have applied to RESIST in the past five years. Include projects for which you applied to RESIST but did not receive funding. If your organization applied under a different name, list that below as well.

Application Date	Project Description	Award Amount

Technical Assistance Request for Funding

Technical Assistance Grants are awarded in amounts up to $500 for projects that will increase an applicant's internal organizational skills and capacity. These grants do not fund general operating costs and are awarded on a rolling basis.

1. Amount requested: _____
   (Not to exceed $500)

NARRATIVE

2. Please provide a **two paragraph** description of your organization, its mission and its goals.

3. **Briefly** describe the training you are requesting.
   - Who will provide the training?
   - When and where will this training occur?
   - What will it include?
   - Please list which staff, Board members or leaders will attend the training
   - Please attach any brochures or other outreach materials regarding this training opportunity.

4. What organizational needs will this training address?
   - Why is this training qualified to meet those needs?

5. How will you evaluate the effectiveness of this proposed training?
   - How will it enable your organization to carry out its work more effectively?

ATTACHMENTS

Please attach the following materials:

a. **Budgets**
   - current annual budget showing your income and expenses
   - project budget showing your income and expenses for this request

   Please use the form enclosed with the application.

b. **Supporting Materials**
   - any brochures or other outreach materials you have regarding this training opportunity.

TECHNICAL ASSISTANCE GRANT
APPLICATION CHECKLIST

Please enclose each of the following materials with your request. Incomplete applications will not be considered. If you have any questions regarding the application, please call the RESIST office for assistance.

- ❑ **Cover Sheet**
  (page 1 of the Application)
- ❑ **Technical Assistance Grant Application Form**
- ❑ **IRS 501(c)(3) Notification Letter**
  (or IRS letter from sponsoring organization/fiscal conduit)
- ❑ **Projected Budget for this project**
  (including a breakdown of income and expenses)
- ❑ **Projected Budget for Current Fiscal Year**
  (including a breakdown of income and expenses)
- ❑ **Supporting printed materials**
  (brochures or other outreach materials regarding this training opportunity)

Application Procedures:

→ **Applicants must have been funded twice** within the last **5 years** in order to qualify for funding

→ **Applications are awarded** on a rolling basis

→ **Applications may be submitted** by e-mail to robinc@resistinc.org

→ **Applications may not be submitted** by fax

→ **Binders, paper clips or folders** are not necessary and their use is discouraged

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144
(617) 623-5110; resistinc@igc.org; www.resistinc.org

RESIST Grant Application
Financial Information

	Annual Budget (current year)		Training Costs
Fiscal Year-End Date:			
INCOME		**INCOME**	
RESIST Request		RESIST Request	
Individual Contributions		Individual Donors	
Foundation Grants		Foundations	
Government Contracts		Membership Dues	
Membership Dues		Fundraising	
Special Events/Sales Income		Other: (List)	
In-Kind Contributions			
Other			
Total Income		**Total Income**	
EXPENSES		**EXPENSES**	
Salaries		Food	
Benefits		Lodging	
Professional Fees		Travel	
Occupancy (rent, utilities)		Training Fees	
Insurance		Other: (List)	
Telephone			
Postage/Shipping			
Copying/Printing			
Supplies			
Major Equipment			
Travel/Transportation			
Fundraising			
Promotion/Publicity/Outreach			
Training/Technical Assistance			
Other			
Total Expenses[1]		**Total Expenses**	
BALANCE			

NOTES

1. If your **organizational budget** is **over $125,000**, you are **not eligible** for RESIST funding. If it is close to $125,000, you should contact RESIST before applying.

Finance Committee Minutes
September 23, 2004

Present: Pam Chamberlain, Robin Carton, Wenda Tai, Yafreisy Mejia, Nikhil Aziz

1. Review of Financial Statements
The Committee reviewed the current financial position and several mid-course corrections that were made in August.

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.

a. Grant Overspending
The Board has been implementing the Finance Committee proposal to lower spending on grants for the last three cycles in order to meet budgeted amounts. As of June 30th, grant spending is currently $29,000 over budget-reducing overspending by 50%. There is about $80,000 left in the budget for the upcoming two cycles. This category should end up on target by the end of the fiscal year.

b. Unbudgeted Personnel Costs
The Committee is keeping an eye on the unbudgeted personnel costs due to the need for temporary help while Yafreisy is on maternity leave. The total cost for coverage of her leave remains at approximately $8,500. $5,670 attributed to FY04 and $2,833 to FY05.

c. Accrued Paid Leave
The Personnel Committee has agreed to look at accrued paid leave and come up with a recommendation.

d. Rising Health Care Costs
Health insurance has been reaching double digit increases over the last few years. Yafreisy will be switching to the family plan at the end of the year which will also increase costs. The staff are looking at a range of health insurance options, including new plans, new administrators and a possible staff payment towards health expenses. It would also be possible to look at a flexible spending account that included a higher individual co-pay for services instead of a staff contribution as a way to lower costs.

e. Board Fundraising
The Finance Committee reviewed the Board's fundraising role and was cognizant that the 2004 budget goal is in part dependent upon the Board's agreement to raise funds.

f. Line Items Checked After July Meeting

- *Prospect Mailing Costs*
Issue: Consultant costs exceed annual budget ($10,250 v. $6,000).
Correction: Figures needed to be reallocated and now reflect appropriate budget amounts

- *Professional Fees*
Issue: Accounting costs exceed annual budget ($10,200 v. $10,000)
Information: Accounting costs will exceed budgeted amounts given the need to correct financial statements after the departure of the prior bookkeeper and the transition to a new accounting package.

- *Occupancy Expenses*
Rent exceeds Y-T-D budget ($19,535.43 v. $16,858)
Correction: Figures needed to be reallocated and now reflect appropriate budget amounts

2. Review of Draft FY05 Budget

See FY05 Budget and Narrative attached.

Concern was raised about being able to meet budget targets in FY04 and what that would mean for FY05 numbers. Income will probably not meet FY04 goals. The staff budget preparation and the Committee review took this issue into account in making recommendations. There is not a lot of room for cost cutting given fixed costs. Variables include staff salaries, grant spending and temporary help.

Several cost saving and fundraising proposals included:

a. Carol offered to reduce her time to 4/5. Concern was raised about her ability to get her work done in less time- given the extra hours she puts in already.

b. Health insurance changes (see above)

c. Removing stipend for intern Jean Smith who manages the web site.

d. Decrease in grant spending

e. Hold off on web page re-design or look for donated services

f. Hold off on Board of Advisors meeting- given no funds available for travel

g. Hold off on new t-shirt orders

h. Board to raise more money- raise $1,000 each over the course of a year (see budget narrative for details)

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)

Losses: Total: **($59,200)**
Gains: Total: **$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.

10:38 AM
09/28/04
Accrual Basis

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

A

	Aug 31, 04	Aug 31, 03
ASSETS		
Current Assets		
Checking/Savings		
10100 · Wainwright Bank Checking	279.29	73,260.38
10200 · Petty cash	50.00	50.00
Total Checking/Savings	329.29	73,310.38
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	211,695.02	250,599.90
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	10,651.98	11,254.59
Other Assets		
1460 · Deposits	2,230.00	2,230.00
Total Other Assets	2,230.00	2,230.00
TOTAL ASSETS	**224,906.29**	**337,394.87**
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	57,457.07	60,710.00
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	23,181.54	17,848.27
Total Current Liabilities	80,638.61	78,558.27
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	144,267.68	258,836.60
TOTAL LIABILITIES & EQUITY	**224,906.29**	**337,394.87**

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
Sut 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)**

2005 Budget Narrative

FYI: This budget was prepared as the result of a look back at trends over a five year period of Resist income and expenses. Line item increases or decreases are proposed based upon that trend analysis.

In 1996 the Board voted to spend down current assets at up to $20,000 of expenses over income each year.

The Board also voted that:

1. All restricted funds must be maintained at current principal levels. This would include: the Loan Fund, the Resist Endowment, the Holmes Memorial Fund and the Cohen Memorial Fund. Currently, this totals approximately $116,986.
2. Resist will maintain $25,000 in cash on hand each year in the Operating Fund to cover the costs of any prospecting mailing (later amended to cover any temporary cash shortfall).
3. Resist will reserve $35,000 to cover any unanticipated expenses which might arise during the course of a single year. Based on current budget expansion this totals $70,000.

As a result, the total fund balances which Resist should not fall below is $175,000. The FY2004 Budget takes this policy into account and reflects spending at approximately $20,000 over income leaving asset levels at approximately $200,000.

Income

Income Projections

Internal and External mailing Income: Newsletter is projected to decrease by 10% ($7,000) based upon the expected proposed reduction in Newsletter issues from 10 to 6 per year in FY05. ABC income will increase by 5% ($7,000) based upon increased numbers of donors retained through prospect mailings and better coordination of newsletter, house and prospecting solicitations. Prospect income is projected to decrease by 17% ($8,000) based upon current economic trends and response rates in FY04. Pledge income is projected to remain stable based upon pledge drives, electronic funds transfers and credit card increases. Decreases predicted from internal and external mailings total $8,000 (2% under FY04).

Special Contributions: Stocks are projected to remain even in comparison to FY04 budget based on current market projections and stock valuation. Unsolicited donations are expected to remain the same given that $30,000 in FY03 was received through bequests which are not anticipated to recur in FY05. The gap will be made up through increased use of the Board fund-raising program and potential new donors. As a result, Special Contributions will show a 4% gain of $13,350.

Stock Dividends: Projected $200 less income in comparison to FY04 budget based on current projections and decrease in overall assets.

Sales: T-shirts sales are projected to increase by $1,000 given the introduction of new lines.

Total Income: Projection is for approximately $23,355 more in revenue in comparison to FY04 (a 3.5% increase).

Fund-raising Strategies Proposed for 2004

Resist's income to expense ratio has decreased over the last 3 years. Whereas Resist benefited from the economic boom of the 1990s, Resist has experienced a proportional drop during the economic downturn of the current market. This is congruent with the experience of other social justice foundations- which have reported a reduction in major gifts. Given that Resist will also encounter some decreases in the traditional sources of funding, two emphases are suggested for the coming year:

1. *Increase Board outreach to potential donors.*
This is a modest proposal that each Board and Advisory Board member be encouraged to raise $1,000 over the course of FY05. Strategies could include outreach to family members, colleagues, and fellow activists through written solicitations, house parties or sponsorships. The goal would be for Board members to raise approximately $20,000 during FY05.

2. *Expand the base through maintenance of prospect mailing program.*
Resist has engaged in a donor acquisition project for the last several years. That should continue. It does not need to expand appreciably, but it is important to maintain donor acquisition to offset (and move past) donor attrition. The costs and benefits of this strategy are already included in the FY2005 budget.

Expenses

There are no major program changes identified in this budget given the current budget projections. Any Board decision-making about programmatic changes will require a budget revision process to take those costs into account. Moreover, given the uncertainty of Resist's income streams, the Board may want to identify certain areas of expenses that could be reduced as needed.

Grants: Projecting a level funding in grant spending based upon current spending patterns.

Newsletter: Reductions in cost reflect a decrease from 10 to 6 issues per year.

Temporary help: Reflects the funds for an interim person during Yafreisy's leave and $4,000 for intern Jean Smith.

Consultant: $3,000 reflects need for a computer consultant to upgrade the web site.

Personnel: An increase of $12,200 reflects: staff cost-of-living increases and health insurance cost increases. Please note that Robin is currently working 4/5 time and is not budgeted as a full time position for 2005. Carol has offered to consider reducing her hours to 4/5 time if that would be feasible given workloads and expectations.

Fiscal Overview

This budget leaves Resist with $1,831 of expenses over income (a net loss).

2005 Budget
Board Form

	FY2002	FY2003	FY04 YTD	Budget 2004	Budget 2005	05/04 %
Income						
Internal Mailings	$333,043	$333,903	$178,945	$365,000	$360,000	99%
Prospect Mailings	$41,851	$40,733	$14,688	$48,000	$40,000	83%
Special Contributions	$240,849	$236,130	$97,483	$252,650	$266,000	105%
Investments	($28,606)	$25,266	$1,655	$8,100	$24,180	299%
Other	$2,041	$2,319	$3,402	$2,250	$9,175	408%
Total Income	**$589,178**	**$638,351**	**$296,173**	**$676,000**	**$699,355**	**103%**
Expenses						
Fundraising						
Internal Mailing Costs	$14,565	$16,922	$7,853	$19,400	$18,900	97%
Prospect Mailing Costs	$41,480	$45,621	$29,813	$49,300	$46,700	95%
Other Fundraising Costs	$1,554	$1,717	$574	$4,570	$2,145	47%
Total Fundraising Costs	**$57,599**	**$64,260**	**$38,240**	**$73,270**	**$67,745**	**92%**
Program						
Grants	$336,880	$306,900	$224,985	$310,800	$310,000	100%
Grants Program	$696	$2,659	$1,919	$2,900	$3,750	129%
Newsletter	$42,733	$46,220	$26,843	$49,950	$32,200	64%
Website	$0	$992	$599	$1,000	$2,000	200%
Total Program Costs	**$380,309**	**$356,770**	**$254,345**	**$364,650**	**$347,950**	**95%**
Other						
Personnel	$160,105	$179,850	$116,113	$176,240	$194,475	110%
General and Administrative	$55,894	$65,642	$49,072	$75,234	$80,716	107%
Board Expenses	$8,821	$5,637	$4,061	$10,600	$10,300	97%
Total Other Costs	**$224,820**	**$251,129**	**$169,246**	**$262,074**	**$285,491**	**109%**
Total Expenses	**$662,728**	**$672,159**	**$461,831**	**$699,994**	**$701,186**	**100%**
Total Income (Loss)	($73,550)	($33,808)	($165,658)	($23,994)	($1,831)	8%

Board Committee Minutes
October Board Packet

Enclosed:

Board Development Committee:	9/17/04
Communications Committee:	8/23/04
Executive Committee:	9/8/04
Finance Committee:	
Fundraising Committee:	
Grant Committee:	
Personnel Committee:	
Staff Meetings:	
TA Committee:	

Pending:

Finance Committee	9/23/04
Grant Committee	9/17/04
TA Committee	9/24/04

Resist Board Development Committee 9-17-04

Present: Carol, Marc, Becca, Cynthia

1. Becca can attend meetings- won't be assigned extra work

2. Recruiting

Board development, grants and personnel need more members

Ann Lipsetts: difficult time. Was hoping to be interviewed in Sept to be considered for October meeting. Phone interview if she's interested

Post it? Young sisters? Youth on Board? Lead Boston, Vida Urbana, Penn Loh, ACE; Charlie Rose @ City Year; Organization of Haitian Women: need to be called.

Issue: geography and cost

Each except Becca take three names and call and ask every board member to take one

Follow up with Payal

Post on Idealist? Hold off; could be problems

One person wrote a letter of interest: John Anderson, United for Peace and Justice in Arlington

Cynthia: Lead Boston, Org. of Haitian Women, ACE

Carol: Young Sisters, Proyecto Hondurenos

Marc: NDC

Carol will assign others

3. Advisory Board feedback and moving this project forward

Resist and political environment we're in today

Many could come

Where? Boston or NYC

Cost: Boston better -Ease: Boston

Do before a board meeting on Saturday: February or April?

Recommendation: February with slight preference for Boston on Saturday afternoon before the Board meeting. Rough cost estimate including travel, lodging, food is $2,000

Those making calls: continue to try to get answers to questions. We can use this info as we plan the meeting.

4. Committee health/functioning/level of work

Recruitment of new members is key

Ask committees to think about two most important things they do: what's the best use of committees right now?

How many board members?	14
How many committees?	7 or 8
How many people on more than one?	3 non staff on more than two committees right now

Hard to consolidate committees

BDC committee should look at committee work load. Be thinking of this.

Every February look at who's on what committees and shift people around

5. Next meeting: Wednesday October 20th 4 p.m. Cynthia, Carol, Marc at Resist, Becca in NYC

Communications Committee Meeting
Minutes from August 23, 2004

Present: Hank Rosemont, Abby Scher, Ty dePass, Payal Parekh, Carol Schachet

1. Newsletter Frequency.

Discussed Carol's memo (see attached) recommending that the Newsletter frequency be reduced from 10 times/year to 6 times/year. Would allow more time to pay attention to production of the material. Occasionally do 12 page issues, but 8 page still be the standard.

* Committee voted to recommend that Resist publish the Newsletter 6 times a year, reducing it from its current 10 times/year.

The fund raising impact will be evaluated at the end of 2005, but it may take longer to evaluate it.

2. E-Newsletter.

Robert Morrison prepared several useful documents outlining the issue associated with developing and maintaining an E-Newsletter (attached), including the advantages and disadvantages of commercial and free list manager list services. Ty expressed a preference toward Commercial E-mail List Services (CELS) in order to deal with bounce-backs, etc. Noted that it can take several months to sort things out, tie us with the server, deal with SPAM issues and filters. The goal would be to try to become self-sufficient within one year.
Need to make sure that the website gives people an opportunity to sign-up and edit their e-mail subscription information.

* Committee recommended pursuing an E-Newsletter.

3. Web Page Redesign.

Robert is willing to work with a designer, but he is more of a techie/background person. Main concerns are to be:

* consistent with other Resist materials
* accessible and usable
* include easy links to donate and subscribe to e-mail list serve

Possible designers: Leftylucy.com, Kate Canfield (Ty knows her): 617-247-3869; 617-247-7447.

Proposal for the Board is three discreet parts:
1. That Resist reduce the frequency of its print Newsletter to six issues per year;
2. That Resist develop an E-Newsletter that will be related to the paper newsletter on those six months, and be a brief announcement/article or grant update on the non-paper Newsletter months; and
3. That Resist redesign its webpage.

Further, of the funds that Resist will save by publishing fewer Newsletters, the Communications Committee requests that at least $5,000 be set aside for communications activities, including the development of an e-newsletter and web page.

June 22, 2004

To: Communications Committee
From: Carol Schachet
Re: E-Newsletter and Resist Newsletter frequency

For several months, Resist has been discussing making changes to the Newsletter in terms of both frequency and format. To help facilitate this conversation and move toward potential changes, I would like to offer my summary and suggestions below. I hope that the Communications Committee can then amend it as needed and present something to the Board as a whole for discussion and decision.

Please note that although the subjects of format and frequency can be discussed separately, they are linked for the following reasons:

* Staff resources will need to be shuffled to accommodate any new work or program responsibilities.
* Donors and other readers deserve consistency and clarity in Resist's Communications program
* The content and design of an E-Newsletter and paper Newsletter should similarly reflect the mission of Resist.

Below I will provide background information for the following proposal. I recommend that Resist:

1. Decrease the frequency of the Newsletter to six issues per year.
2. Establish an E-Newsletter which delivers the content of the paper issue electronically on those months in which a paper newsletter is published.
3. Generate short grant updates to be sent to the E-Newsletter list on those months in which a paper newsletter is not published.
4. Hire an E-mail list service to obtain and maintain proper e-mail addresses.
5. Shift current staff resources from monthly Newsletter work to the maintenance and oversight of the E-Newsletter and website.
6. Overhaul the current Resist website with a more user-friendly and donor-friendly design.

Newsletter Frequency:

The Newsletter at Resist serves the dual function of raising money and providing political education. It has been considered primarily a program of Resist, emphasizing political education, networking and movement-building. According to the 2002 survey conducted by the Long Range Planning Committee, 66% or respondents indicated that they read the Newsletter for its political content (31% agree; 35% strongly agree).

Currently, the Resist Newsletter is published 10 times per year. By way of comparison, here is a sampling of collegial organizations:

* Boston Women's Fund: 2/year
* Grassroots International: discontinued paper; E-Newsletter monthly
* Haymarket People's Fund: 2/year. In process of developing an E-Newsletter
* INFACT: 1/year (used to be 3-4/year). Will start E-Newsletter November 2004
* United for Fair Economy: monthly E-Newsletter

The same 2002 LRP survey asked donors to respond to the statement: "It should come out less often." They responded:

* Very much disagree: 25%
* Disagree: 13%
* Neutral: 24%
* Agree: 19%
* Very much agree: 19%

According to the survey, 38 % of respondents indicated that they did not want the Newsletter to come out less often, and 38% of respondents indicated that they would like the Newsletter to come out less often. Based on the survey, then, there is no strong indication that readers want to receive the Newsletter at its current monthly frequency.

The Newsletter is also a vehicle for donations. A business reply envelope is inserted into Newsletters sent to donors. Last year, 949 gifts were returned, totaling $56,451. The cost of the Newsletter last year was $43,800, indicating a net gain from Newsletter contributions of $12,651. After talking with colleagues and reviewing Resist's pattern of donations, I do not believe the reduction from 10 to six issues a year will negatively impact Resist's donations.

Q: Would donors be upset if the Newsletter came out less frequently?
A: According to survey results, some would and others would not.

Q: Would decreasing the frequency of the Newsletter negatively impact Resist's donations?
A: Based on the amount of money netted by the Newsletter, and the frequency of other opportunities to contribute, it is doubtful that overall contributions would decrease. However, there is some risk, particularly in the short run.

Q: Would income losses from less paper Newsletter issues be offset by increased income from an E-Newsletter?
A: Based on information from Grassroots International and other organizations (who have either switch entirely to an E-Newsletter or added an E-Newsletter), additional funds and donors can be added to offset any loss of income.

Proposal: Based on the above information, I propose that Resist publish six newsletters each year, on a bi-monthly schedule to complement the mailing dates of funding appeals.

Newsletter: January, March, May, July, September, November
House Appeals: February, June, September/October, December

Newsletter Format

1. Paper Newsletter

Based upon feedback from the 2002 LRP Survey, the content and length of the Newsletter will remain essentially the same. I would suggest making the following changes:

* Redesign the mailing package to remove the outer envelope, instead addressing the Newsletter itself. This will save on printing costs (envelopes) and will also distinguish the Newsletter from other Resist mailings. (See attached example)
* Include a small "Contents" Box visible with the lead article on page one.
* Insert the Business Reply Envelope into the fold of the Newsletter.

2. E-Newsletter

Resist could publish an E-Newsletter, based on the paper issue. The E-Newsletter would be a simple e-mail that includes an issue summary/contents list with hot-links to the Resist Website. The Website would have the PDF version of the Newsletter, as well as links to donate, download grant information, and access resources.

For those months in which the paper issue is published, the E-Newsletter would provide a link to the PDF version of that issue. For alternate months, the E-Newsletter could do one of several things:

* provide a link to a short grantee update, including lists of recently funded groups.
* provide links to updates on Resist's webpage, including technical assistance guides.
* provide links to political discussions located on collegial websites.

For those who want to subscribe electronically, the off-month E-Newsletter would be a simple keep-in-touch mailing, similar in some ways to the Pledge Letter. In this way, the E-Newsletter would further Resist's political work of networking activists and groups. Unlike the paper issue, an E-Newsletter can be forwarded to people quickly and effectively, thus putting it in the "in-box" of even more groups and potential donors.

3. E-Newsletter list maintenance

Presently, Resist has a limited number of e-mail addresses for donors, grantees and colleagues. To solicit addresses and sign people on to the E-Newsletter, Resist would need to implement the following steps:

* consistently ask for e-mail addresses in solicitations and applications.
* utilize a list service to gather maintain e-mail addresses (which change frequently). Two such services are getactive.com and groundspring.org.

* ask subscribers if they would like to receive either or both an E-Newsletter and paper copy of the Newsletter.

Pledge Program

One additional consideration in changing the Newsletter format and frequency is its relationship with Resist's Pledge Program. Currently about 750 donors pledge their support to Resist. In exchange, they receive a monthly letter along with their Newsletter. For those who prefer an electronic format, the switch will be quite easy. For those who want to continue to receive the Newsletter, some logistical concerns still need to be addressed, including:

* insertion of the pledge coupon (previously the mailing label as well).
* insertion of the pledge letter into the Newsletter.
* integration with the non-Pledge mailing list.

These concerns can be addressed creatively in consultation with the mailhouse and with data base technicians. We have numerous options for maintaining regular and quality correspondence with Resist Pledge contributors.

Attachments:
PDF version of possible Newsletter design
LRP Survey summary
Grassroots Fundraising Journal article

Funding social change since 1967

RESIST

ISSN 0897-2613 • Vol. 14 #1 | *A Call to Resist Illegitimate Authority* | January/Februar 2005

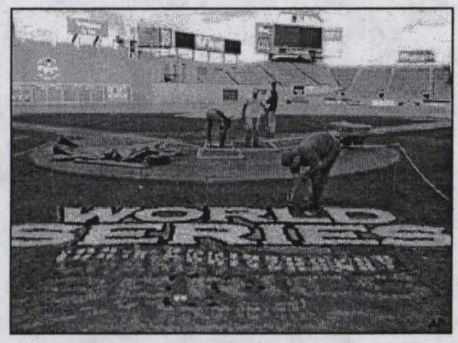
Red Sox Meet Cubs in World Series

Alternate Universe Reports Beginning of Baseball Dynasty

JIM CAPLE

Less than 12 hours after defeating the Yankees 7-6 in Game 7 of the American League Championship Series, the Red Sox hastily prepared as best they could for the World Series. While the Fenway Park grounds crew painted a "Boston Red Sox — 2003 World Champions" logo behind home plate, manager Grady Little placed the Boston bullpen phone on the national Do Not Call list.

Little also announced that despite pitching all 15 innings Thursday night in New York, Pedro Martinez will be his Game 1 starter against the Cubs. "He's our ace," Little explained. "He's the best guy I have and I think he has enough gas left in his tank."



Chicago manager Dusty Baker countered by saying he will go with a two-man rotation during the series, relying on Mark Prior and Kerry Wood to bring home Chicago's first championship in 95 years. "Prior and Wood and it's all good," Baylor said.

Boston is enjoying Indian Summer, and the weather forecast for Saturday's opener is for sunny skies and a high of 68. Hell, meanwhile, is expected to see record low temperatures.

continued on page two

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EXECUTIVE COMMITTEE MINUTES
September 8, 2004, 3:30 p.m. at the Resist office

1. BOARD DEVELOPMENT. CAROL, BECCA, CYNTHIA, MARC (chair)
Needs to meet. Marc being lax as chair. Will talk to Cynthia to see if she is ready to take over.

Few new reports from board members about contacting members of the Board of Advisors about a meeting. Hank and Pam reported in.

No update on new Board candidates and contacts (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.

****

2. FUNDRAISING. KAY (chair), CAROL, WEC
September appeal in the mail. Carol talking with consultant about fall/winter prospect mailing. Will go out around Nov. 1 to arrive after the election.

No responses yet from board members' letters to friends and colleagues asking for donations.

****

3. FINANCE. PAM (chair), ROBIN, NIKHIL, YAFREISY, WENDA TAI
Will review financial statements and bring budget to October board meeting for discussion. Second discussion and vote in December.

****

4. GRANTS. KENDRA (chair), KAY, ROBIN, YAFREISY, LEILA
Committee needs another member, especially while Leila is essentially on leave.

General Support proposal will come to the board for second vote in October.
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.

Committee reviewing Resist Application to see what tinkering might be in order if proposal passes. Hank also has some comments on revisions.

Reviewing funding patterns by geography and subject. For discussion about gaps or areas to do more outreach. The Committee has overview documents to facilitate that discussion.

Other items on the Grants Committee Agenda:

1. Increased Visibility: Look at current outreach and funding stats and tactics to determine if other methods needed to promote grantmaking program.

2. Application Change re Board Members: Discuss if necessary to ask applicants for names of Board members and their organizational affiliations.

****

5. COMMUNICATIONS. HANK (chair), TY, CAROL, PAYAL, ABBY, ROBERT
Will need some time at the next board meeting to discuss these proposals:

1. To move print newsletter to six times per year
2. On an experimental basis, send on electronic newsletter in the alternate months
3. To use some funds saved in #1 and #2 to upgrade Web site. Carol estimates saving roughly $50,000; $5,000 would go to the Web site.

Other Communications items from the Retreat:
* Consider consultant to review communications and make recommendations.
* Ideas for staff training

****

6. STAFF
Board/staff "lunch": Pam and Payal are next in line, but Payal is traveling, so Pam will do it.

Yafreisy's leave: Interviews happening. Job announcement going to board members to distribute to others.

Early stages of possible re-division of staff roles to spread work better 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

****

7. TA. Becca (chair), KAY, ROBIN, YAFREISY
Will meet soon.

No proposals appear to have budget implications. (October deadline to bring proposals with budget implications to Board. If proposals require redistribution of staff time, TA Committee to work with Personnel Committee.)

From 6/6/04 board meeting: Site visits. How do we think about this? Should we spend money on this?

****

8. PERSONNEL HANK (chair), LEILA, MARC
Hasn't met. Hank doesn't wish to chair this and communications; figuring out which chair to resign.

From 8/1/04 board meeting: Needs to review staff accumulation of leave and comp. time. Hank and Marc will discuss with a member of the Finance Committee to be designated when they meet.

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

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

****

9. ELECTION OF OFFICERS
A staff member will send an email to all board members soliciting interest. In October, presentation of a slate/solicitation of names. Could also vote then or in December.

****

10. REGINA'S LEAVE
Marc will email her on the "terms": come back when she feels ready. She can participate in a committee without coming back full time, if she wishes.

****

11. CHAIRING BOARD MEETINGS.
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. Marc will prepare a note on this for October and December board meetings.

Approved at 6/6/04 board meeting:
A. We go down the list of board members in alphabetical order.
B. Business minutes: start with first name in list
C. Business chair: business minute taker from previous meeting
D. Grants chair: start a few names down the list
E. Food: 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!

****

12. OCTOBER 3 BOARD MEETING
October 3 Chairs: Becca business, Marc grants
October 3 Minutes: Kendra business, Robin grants
Lunch: Hank, Carol

POLITICAL DISCUSSION:
The future of the Iraq War, voting for a war president, the left and anti-war work, and effective organizing from our experience. (Whew.) Pam will talk with Nikhil, Cynthia, and Kendra to each make a short (5-10 minutes?) presentation of work they are involved in, as a grounding for the discussion, which Hank will facilitate.

DRAFT AGENDA
A. Meet, eat, greet (10:15-10:30)
B. Agenda review (10:30-10:35)
C. Approve (or not) minutes (10:35-10:40)
D. Grant allocations (10:40-12:30)
E. Reflect on grant allocations (12:30-12:40)
F. Lunch (12:40-1:10)
G. Yafreisy's leave replacement (1:10-1:20)
H. Election of Officers (1:20-1:40)
I. Budget Presentation (1:40-2:00)
J. General Support Proposal (2nd vote) (2:00-2:10)
K. Newsletter Proposals (2:10-2:30)
J. Other Committee Reports: (2:30-3:00)
Staff, Board Development, Personnel, Fundraising, Finance, Communications, TA, Grants, LRPC/Executive
K. Reports on networking and opportunities, past and upcoming (3:00-3:10)
L. Political Discussion (3:10-4:00): Electoral politics and this political moment; report back from Boston Social Forum
M. Review/reflect/evaluate (4:00-4:10)
N. Adjourn

****

13. SCHEDULED NEXT EC MEETING: Wednesday, Nov. 3, 3:30 p.m.

****

14. ADJOURNED

****

MISC. RETREAT/PARKING LOT ITEMS
* 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. COMMUNICATIONS to consider first.
* Making grant amount reflect Resist priorities. Sent to GRANTS
* Funding innovative ideas that excite the board and work to mobilize people. Sent to GRANTS
* Seeking potential funders to give Resist money to pay for grantees to get training over and above regular grant from Resist. Sent to FUNDRAISING.

October 2004
Grant Committee
Screening List

1. Athens Votes
276 Highland Avenue, Athens, OH 45701 Debbie Schmieding 740/592-5983
Funding for the Rally for Children Left Behind, which will educate the public about the problems with the No Child Left Behind Act and the under-funding of education.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
No plans for follow-up after the rally. Good collaborations in the state (Code Pink, ACORN, Appalachian Peace and Justice Coalition). This seems to be one step in building a larger alliance. Diversity chart numbers are off. Very big expectations for rally, whose theme is pretty mainstream.

2. Black Warrior Riverkeeper
P.O. Box 59684, Birmingham, AL 59684 David Whiteside 205/967-0801
Funding to pay for 150 membership dues in order to expand group to include more low-income, minority citizens who live in targeted toxic areas.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Single-issue. Partial answer to q. 11 shows no broader analysis across issues. Project is a problematic way of achieving diversity, although they are clearly trying to the tackle problem. Actual work seems mostly legal/lawsuit related.

3. Boston Student Labor Action Project (SLAP)
c/o Mass. Jobs with Justice, 3353 Washington St., Boston, MA 02130 Tiffany Skogstrom 617/524-8778
Funding for a youth organizer who will run student trainings, raise student activism and solidarity with local labor struggles, and recruit youth to participate in the Jobs with Justice Solidarity School.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Not clear if SLAP is a project of Jobs with Justice or separate. Seems designed to recruit for JwJ. No board. No staff. No information on membership, youth involvement, or collaborations. No diversity chart. Unclear how this group overcomes the problem of student turnover and inconsistent involvement. Details of salary breakdown lacking for project plans. Big plans for a part-time student worker, and they don't even know for how many semesters this project will run.

4. Center for Justice, Peace, and Environment **$3,000**
P.O. Box 400, Fort Collins, CO 80522 Cheryl Distaso 970/419-8944
Funding for general support for community based organization working for social change in Northern Colorado.

Decision: Leave In ___x___ No _____ Undecided _____
Comments:
Poor application, but former grantee with good references last year.

5. Central Pennsylvanians to Abolish the Death Penalty
315 Pfeffer Street, Harrisburg, PA 17102 Daniel Flaumenhaft 717/232-1943
Funding for full-time staff member to expand organizing capacity of group which opposes the death penalty and seeks a gubernatorial moratorium on executions.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Better project and plans this time, but group is still small, white. Not organizing across issues (with no plans to in the near future). No positions on many issues.

6. Communities United for Action, Power & Justice
9 Gammon Avenue, Atlanta, GA 30315 Dan Horowitz de Garcia 404/455-6812
Funding for Operation Open Book, a four-month statewide campaign that seeks to remove the "state secret" status of parole files.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Not off the ground until October. Money is for travel. Prison & Jail Project not mentioned as an ally. Goals unclear. No local references although a collaboration of local groups founded the project. Expect $50,000 from foundations- almost none of which has been

7. Cursor, Inc.
420 North 5th Street #707, Minneapolis, MN 55401 Rob Levine 612/332-8414
Funding for general support for organization that seeks to fight the Right by offering alternative media coverage through two websites.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Vague answers to question 11. Didn't answer question 9 re: diversity. Not organizing- not clear will lead to organizing. No follow up with web visitors.

8. Femina Potens
465 Van Ness, San Francisco, CA 94103 Tina Butcher 415/861-2240
Funding for general support for group dedicated to promoting and educating women, gender queer, and transgendered artists and youth.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
No organizing. Workshops more about empowerment than a political vision. No broader analysis

9. Mujeres Luchadoras Progresistas
300 Young Street, Woodburn, OR 97071 Cassandra Ogren 503/982-0243
Funding for general support for organization of Latina farm workers that seek to promote self-sufficiency and economic development through production of Christmas wreaths and other projects.

Decision: Leave In _____ No _____ Undecided _____
Comments:
Not organizing. Not clear how this is used as a vehicle for change. No details on what or how political training or education occurs.

10. Partners for Peace
1250 4th Street, SW, Suite WG-1, Washington, DC 20024 Susanne Waldorf 202/863-2951
Funding for general support for organization that promotes a just peace between Palestine and Israel by educating U.S. residents about Palestinian and Israeli non-violent peace movements.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
2004 budget at $155,000 is over cap. No specifics on collaborations. Not diverse.

11. Proyecto Common Touch **$3,000**
935 39th Avenue, Oakland, CA 94601 Tommy Escarcega 510/409-1662
Funding for general support for organization that seeks to educate female parolees on the parole process, involve defense attorneys in helping parolees access better representation, and involve female prisoners in changing policy.

Decision: Leave In ___x___ No _____ Undecided _____
Comments:
Do significant reference checking. Could be a group or one-person show.

12. Rhizome Collective
300 Allen Street, Austin, TX 78702 Stacy Pettigrew 512/385-3695
Funding for video equipment which will be used to show educational films at community events.

Decision: Leave In _____ No _____ Undecided _____
Comments:
Not organizing

13. South Carolina United Action
P.O. Box 2786, Orangeburg, SC 29116 Corry Stevenson 843/393-9097
Funding for strategic planning project for organization that works on various social justice projects throughout the state.

Decision: Leave In _____ No _____ Undecided _____
Comments:
Proposal does not provide much detail on their work. Lack of information a problem with previous proposal. Talk about building a progressive network in South Carolina, but do not mention South Carolina Progressive Network (a Resist grantee)

14. Twin Cities Green Guide
Hillel Center, 1521 University Avenue SE, Minneapolis, MN 55414 Ami Voeltz 612/730-1539
Funding to print the Twin Cities Green Guide, an educational and consumer guide which promotes environmentally responsible practices.

Decision: Leave In _____ No _____ Undecided _____
Comments:
No organizing. No follow-up after distribution. Rejected for same project in 2001. Project $80,000 deficit over 2 years with no plan to get out of debt.

Grants and Loans
Geographic Distribution

State	Geographic Area	1995	1996	1997	1998	1999	2000	2001	2002	2003	Total	%
Alabama	South	1	1	0	0	0	0	0	0	2	4	0.3%
[redacted]	West	0	0	1	2	3	1	0	2	3	12	1.0%
Arizona	Southwest	2	0	2	0	3	1	1	2	2	13	1.0%
Arkansas	South	1	0	0	0	2	0	0	1	0	4	0.3%
California	West	17	18	19	16	9	17	13	11	16	136	10.9%
Colorado	Northwest	0	4	1	3	5	2	4	4	6	29	2.3%
Connecticut	Northeast	2	3	0	1	1	4	3	1	1	16	1.3%
Delaware	MidAtlantic	1	0	0	1	0	1	0	0	0	3	0.2%
Florida	South	1	3	2	1	2	2	1	4	2	18	1.4%
Georgia	South	2	4	4	1	1	2	1	0	3	18	1.4%
Hawaii	West	0	0	0	0	0	0	0	0	0	0	0.0%
Idaho	Northwest	0	1	0	0	2	0	3	2	4	12	1.0%
Illinois	Midwest	11	4	7	9	9	8	5	7	5	65	5.2%
Indiana	Midwest	0	0	0	1	1	0	0	0	0	2	0.2%
Iowa	Midwest	0	1	0	0	0	0	1	1	0	3	0.2%
Kansas	Midwest	0	0	0	2	4	3	2	2	1	14	1.1%
Kentucky	South	0	0	0	1	1	1	0	2	0	5	0.4%
Louisana	South	0	0	0	2	1	0	0	0	0	3	0.2%
Maine	Northeast	1	4	2	3	3	2	6	5	3	29	2.3%
Maryland	MidAtlantic	0	0	1	5	1	1	0	2	0	10	0.8%
Massachusetts	Northeast	30	33	16	19	17	18	11	14	11	169	13.5%
Michigan	Midwest	5	2	1	2	1	2	1	1	1	16	1.3%
Minnesota	Midwest	8	3	2	3	2	2	4	0	1	25	2.0%
Mississippi	South	0	0	0	1	1	1	1	0	0	4	0.3%
[redacted]	Midwest	3	3	2	5	4	2	5	1	1	26	2.1%
Montana	Northwest	1	3	7	4	3	2	3	5	3	31	2.5%
Nebraska	Midwest	1	1	1	0	0	3	1	0	1	8	0.6%
Nevada	Southwest	0	1	0	0	0	1	2	2	0	6	0.5%
New Hampshire	Northeast	1	1	2	3	1	1	0	0	0	9	0.7%
New Jersey	Midatlantic	0	2	2	0	0	1	1	1	1	8	0.6%
New Mexico	Southwest	3	2	0	4	3	7	6	7	6	38	3.0%
New York	MidAtlantic	13	9	12	11	10	13	10	15	15	108	8.6%
North Carolina	South	4	3	4	6	1	0	1	2	2	23	1.8%
North Dakota	Midwest	0	0	0	0	0	0	0	0	1	1	0.1%
Ohio	Midwest	5	3	4	3	1	4	3	5	6	34	2.7%
Oklahoma	Midwest	0	0	0	0	0	0	0	0	0	0	0.0%
Oregon	Northwest	7	7	4	11	12	6	11	9	11	78	6.2%
Pennsylvania	MidAtlantic	3	6	3	5	4	6	9	5	5	46	3.7%
Rhode Island	Northeast	0	0	0	1	0	1	0	2	0	4	0.3%
South Carolina	South	0	0	1	1	0	1	0	0	1	4	0.3%
South Dakota	Midwest	2	0	2	1	0	1	0	0	0	6	0.5%
Tennessee	South	0	0	1	0	1	0	2	3	4	11	0.9%
Texas	Sothwest	5	6	6	7	4	2	5	4	1	40	3.2%
Utah	Northwest	0	0	0	3	0	1	2	2	3	11	0.9%
Vermont	Northeast	4	5	3	4	1	2	4	4	8	35	2.8%
Virginia	South	0	1	1	3	0	2	1	1	2	11	0.9%
Washington	Northwest	2	3	1	2	2	2	2	2	4	20	1.6%
[redacted] Virginia	South	0	0	1	1	1	0	1	0	0	4	0.3%
[redacted]	Midwest	4	6	7	4	2	3	6	3	4	39	3.1%
Wyoming	Northwest	1	0	0	0	0	0	1	0	1	3	0.2%
Washington D.C.	D.C.	2	7	4	4	4	6	3	3	1	34	2.7%
Puerto Rico		0	0	0	0	0	0	0	1	0	1	0.1%
Totals		143	150	126	156	123	135	136	138	142	1249	100.0%

Grants and Loans
Geographic Distribution

State	Geographic Area	1995	1996	1997	1998	1999	2000	2001	2002	2003	Totals	%
Delaware	MidAtlantic/DC	1	0	0	1	0	1	0	0	0	3	0.2%
Maryland	MidAtlantic/DC	0	0	1	5	1	1	0	2	0	10	0.8%
New York	MidAtlantic/DC	13	9	2	11	10	13	10	15	15	98	7.8%
New Jersey	MidAtlantic/DC	0	2	12	0	0	1	1	1	1	18	1.4%
Pennsylvania	MidAtlantic/DC	3	6	3	5	4	6	9	5	5	46	3.7%
Washington D.C.	MidAtlantic/D.C.	2	7	4	4	4	6	3	3	1	34	2.7%
Total	**MidAtlantic/DC**	**19**	**24**	**22**	**26**	**19**	**28**	**23**	**26**	**22**	**209**	**16.7%**
Illinois	Midwest	11	4	7	9	9	8	5	7	5	65	5.2%
Indiana	Midwest	0	0	0	1	1	0	0	0	0	2	0.2%
Iowa	Midwest	0	1	0	0	0	0	1	1	0	3	0.2%
Kansas	Midwest	0	0	0	2	4	3	2	2	1	14	1.1%
Michigan	Midwest	5	2	1	2	1	2	1	1	1	16	1.3%
Minnesota	Midwest	8	3	2	3	2	2	4	0	1	25	2.0%
Missouri	Midwest	3	3	2	5	4	2	5	1	1	26	2.1%
Nebraska	Midwest	1	1	1	0	0	3	1	0	1	8	0.6%
North Dakota	Midwest	0	0	0	0	0	0	0	0	1	1	0.1%
Ohio	Midwest	5	3	4	3	1	4	3	5	6	34	2.7%
Oklahoma	Midwest	0	0	0	0	0	0	0	0	0	0	0.0%
South Dakota	Midwest	2	0	2	1	0	1	0	0	0	6	0.5%
Wisconsin	Midwest	4	6	7	4	2	3	6	3	4	39	3.1%
Total	**Midwest**	**39**	**23**	**26**	**30**	**24**	**28**	**28**	**20**	**21**	**239**	**19.1%**
Connecticut	Northeast	2	3	0	1	1	4	3	1	1	16	1.3%
Maine	Northeast	1	4	2	3	3	2	6	5	3	29	2.3%
Massachusetts	Northeast	30	33	16	19	17	18	11	14	11	169	13.5%
New Hampshire	Northeast	1	1	2	3	1	1	0	0	0	9	0.7%
Rhode Island	Northeast	0	0	0	1	0	1	0	2	0	4	0.3%
Vermont	Northeast	4	5	3	4	1	2	4	4	8	35	2.8%
Total	**Northeast**	**38**	**46**	**23**	**31**	**23**	**28**	**24**	**26**	**23**	**262**	**21.0%**
Colorado	Northwest	0	4	1	3	5	2	4	4	6	29	2.3%
Idaho	Northwest	0	1	0	0	2	0	3	2	4	12	1.0%
Montana	Northwest	1	3	7	4	3	2	3	5	3	31	2.5%
Oregon	Northwest	7	7	4	11	12	6	11	9	11	78	6.2%
Utah	Northwest	0	0	0	3	0	1	2	2	3	11	0.9%
Washington	Northwest	2	3	1	2	2	2	2	2	4	20	1.6%
Wyoming	Northwest	1	0	0	0	0	0	1	0	1	3	0.2%
Total	**Northwest**	**11**	**18**	**13**	**23**	**24**	**13**	**26**	**24**	**32**	**184**	**14.7%**

Grants and Loans
Geographic Distribution

State	Geographic Area	1995	1996	1997	1998	1999	2000	2001	2002		Totals	%
Alabama	South	1	1	0	0	0	0	0	0	2	4	0.3%
Arkansas	South	1	0	0	0	2	0	0	1	0	4	0.3%
Florida	South	1	3	2	1	2	2	1	4	2	18	1.4%
Georgia	South	2	4	4	1	1	2	1	0	3	18	1.4%
Kentucky	South	0	0	0	1	1	1	0	2	0	5	0.4%
Louisana	South	0	0	0	2	1	0	0	0	0	3	0.2%
Mississippi	South	0	0	0	1	1	1	1	0	0	4	0.3%
North Carolina	South	4	3	4	6	1	0	1	2	2	23	1.8%
South Carolina	South	0	0	1	1	0	1	0	0	1	4	0.3%
Tennessee	South	0	0	1	0	1	0	2	3	4	11	0.9%
Virginia	South	0	1	1	3	0	2	1	1	2	11	0.9%
West Virginia	South	0	0	1	1	1	0	1	0	0	4	0.3%
Total	**South**	**9**	**12**	**14**	**17**	**11**	**9**	**8**	**13**	**16**	**109**	**8.7%**
Arizona	Southwest	2	0	2	0	3	1	1	2	2	13	1.0%
Nevada	Southwest	0	1	0	0	0	1	2	2	0	6	0.5%
New Mexico	Southwest	3	2	0	4	3	7	6	7	6	38	3.0%
Texas	Southwest	5	6	6	7	4	2	5	4	1	40	3.2%
Total	**Southwest**	**10**	**9**	**8**	**11**	**10**	**11**	**14**	**15**	**9**	**97**	**7.8%**
California	West	17	18	19	16	9	17	13	11	16	136	10.9%
Total	**West**	**17**	**18**	**19**	**16**	**9**	**17**	**13**	**11**	**16**	**136**	10.9%
Alaska		0	0	1	2	3	1	0	2	3	12	1.0%
Hawaii		0	0	0	0	0	0	0	0	0	0	0.0%
Total		**0**	**0**	**1**	**2**	**3**	**1**	**0**	**2**	**3**	**12**	1.0%
Puerto Rico		0	0	0	0	0	0	0	1	0	1	0.1%
Total		**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**1**	0.1%
Totals		**143**	**150**	**126**	**156**	**123**	**135**	**136**	**138**	**142**	**1249**	**100.0%**

Grants and Loans
Geographic Distribution

State	Geographic Area	1998	1999	2000	2001	2002	2003	Totals	%
Delaware	MidAtlantic/DC	1	0	1	0	0	0	2	0.2%
Maryland	MidAtlantic/DC	5	1	1	0	2	0	9	1.1%
New York	MidAtlantic/DC	11	10	13	10	15	15	74	8.9%
New Jersey	MidAtlantic/DC	0	0	1	1	1	1	4	0.5%
Pennsylvania	MidAtlantic/DC	5	4	6	9	5	5	34	4.1%
Washington D.C.	MidAtlantic/D.C.	4	4	6	3	3	1	21	2.5%
Total	**MidAtlantic/DC**	**26**	**19**	**28**	**23**	**26**	**22**	**144**	**17.3%**
Illinois	Midwest	9	9	8	5	7	5	43	5.2%
Indiana	Midwest	1	1	0	0	0	0	2	0.2%
Iowa	Midwest	0	0	0	1	1	0	2	0.2%
Kansas	Midwest	2	4	3	2	2	1	14	1.7%
Michigan	Midwest	2	1	2	1	1	1	8	1.0%
Minnesota	Midwest	3	2	2	4	0	1	12	1.4%
Missouri	Midwest	5	4	2	5	1	1	18	2.2%
Nebraska	Midwest	0	0	3	1	0	1	5	0.6%
North Dakota	Midwest	0	0	0	0	0	1	1	0.1%
Ohio	Midwest	3	1	4	3	5	6	22	2.7%
Oklahoma	Midwest	0	0	0	0	0	0	0	0.0%
South Dakota	Midwest	1	0	1	0	0	0	2	0.2%
Wisconsin	Midwest	4	2	3	6	3	4	22	2.7%
Total	**Midwest**	**30**	**24**	**28**	**28**	**20**	**21**	**151**	**18.2%**
Connecticut	Northeast	1	1	4	3	1	1	11	1.3%
Maine	Northeast	3	3	2	6	5	3	22	2.7%
Massachusetts	Northeast	19	17	18	11	14	11	90	10.8%
New Hampshire	Northeast	3	1	1	0	0	0	5	0.6%
Rhode Island	Northeast	1	0	1	0	2	0	4	0.5%
Vermont	Northeast	4	1	2	4	4	8	23	2.8%
Total	**Northeast**	**31**	**23**	**28**	**24**	**26**	**23**	**155**	**18.7%**
Colorado	Northwest	3	5	2	4	4	6	24	2.9%
Idaho	Northwest	0	2	0	3	2	4	11	1.3%
Montana	Northwest	4	3	2	3	5	3	20	2.4%
Oregon	Northwest	11	12	6	11	9	11	60	7.2%
Utah	Northwest	3	0	1	2	2	3	11	1.3%
Washington	Northwest	2	2	2	2	2	4	14	1.7%
Wyoming	Northwest	0	0	0	1	0	1	2	0.2%
Total	**Northwest**	**23**	**24**	**13**	**26**	**24**	**32**	**142**	**17.1%**

Grants and Loans
Geographic Distribution

State	Geographic Area	1998	1999	2000	2001	2002		Totals	%
Alabama	South	0	0	0	0	0	2	2	0.2%
Arkansas	South	0	2	0	0	1	0	3	0.4%
Florida	South	1	2	2	1	4	2	12	1.4%
Georgia	South	1	1	2	1	0	3	8	1.0%
Kentucky	South	1	1	1	0	2	0	5	0.6%
Louisana	South	2	1	0	0	0	0	3	0.4%
Mississippi	South	1	1	1	1	0	0	4	0.5%
North Carolina	South	6	1	0	1	2	2	12	1.4%
South Carolina	South	1	0	1	0	0	1	3	0.4%
Tennessee	South	0	1	0	2	3	4	10	1.2%
Virginia	South	3	0	2	1	1	2	9	1.1%
West Virginia	South	1	1	0	1	0	0	3	0.4%
Total	**South**	**17**	**11**	**9**	**8**	**13**	**16**	**74**	**8.9%**
Arizona	Southwest	0	3	1	1	2	2	9	1.1%
Nevada	Southwest	0	0	1	2	2	0	5	0.6%
New Mexico	Southwest	4	3	7	6	7	6	33	4.0%
Texas	Southwest	7	4	2	5	4	1	23	2.8%
Total	**Southwest**	**11**	**10**	**11**	**14**	**15**	**9**	**70**	**8.4%**
California	West	16	9	17	13	11	16	82	9.9%
Total	**West**	**16**	**9**	**17**	**13**	**11**	**16**	**82**	**9.9%**
Alaska		2	3	1	0	2	3	11	1.3%
Hawaii		0	0	0	0	0	0	0	0.0%
Total		**2**	**3**	**1**	**0**	**2**	**3**	**11**	**1.3%**
Puerto Rico		0	0	0	0	1	0	1	0.1%
Total		**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0.1%**
Totals		**156**	**123**	**135**	**136**	**138**	**142**	**830**	**100.0%**

Grant Committee Meeting
September 20, 2004

1. General Support Proposal

The 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.

There will be a second vote in October to ratify the decision made at the August meeting to accept the general support proposal. The Committee will need to bring the proposal forward again for the second vote.

If the proposal passes, the Board requested that the staff send the current grant application out to Board members for their comments about any need to revise the application. Comments will focus on what, if any, additional information members feel they need in order to evaluate general support grants. The Grant Committee will then follow up and make any revisions as necessary.

2. Grant Allocation Formula

The Board was concerned that grant spending has exceeded the budget even though each cycle has been at or near the amount put forth by the formula. The Board requested that the Grant Committee revisit the grant allocation formula.

Here is some information about percentages of grants reviewed and dollars given per cycle over the past five years. It may help as we think about allocation formulas. I have attached the back up Excel spreadsheet for more clarity.

Grants Awarded	2000	2001	2002	2003	2004	Totals	%	$ Totals	%
February	11	11	12	14	14	62	12%	$182,900	13%
April	19	19	21	21	21	101	20%	$293,725	20%
June	18	18	18	20	19	93	19%	$299,400	21%
August	18	18	17	17	18	88	18%	$251,180	17%
October	20	21	20	18	**14**	**93**	**19%**	**$255,500**	**18%**
December	14	13	12	**10**	**14**	**63**	**13%**	**$177,100**	**12%**
Total	100	100	100	100	100	500	100%	$1,459,805	**100%**

Bold = Estimate

3. Current and historical funding patterns by geography and subject

At the last meeting, we postponed to the current meeting the discussion about Resist''s funding patterns and looking for gaps or areas to do more outreach. We were going to use the overview documents that were included in the July packet to facilitate this discussion.

2000 - 2004	Awards	%	Amounts	%
February	62	12%	$182,900	13%
April	101	20%	$293,725	20%
June	93	19%	$299,400	21%
August	88	18%	$251,180	17%
October	93	19%	$255,500	18%
December	63	13%	$177,100	12%
Total	500	100%	$1,459,805	100%

Bold = Estimate

Grant Cycle Percentages
2000-2002

Grants Received	2000	2001	2002	2003	2004	Totals	%	2004 Budget	Actual
February	29	22	36	47	37	171	11%	$33,377	$51,000
April	52	44	68	76	56	296	19%	$57,775	$62,825
June	45	55	50	71	50	271	18%	$52,895	$69,500
August	55	66	58	58	46	283	18%	$55,237	$33,500
October	44	66	86	75	36	307	20%	$59,922	
December	41	55	52	24	**37**	209	14%	$40,794	
Total	266	308	350	351	262	1,537	100%	$300,000	$216,825

Grants Awarded	5 Years	4 years	3 years	2 years	1 Year	Totals	%
February	11	11	12	14	14	62	12%
April	19	19	21	21	21	101	20%
June	18	18	18	20	19	93	19%
August	18	18	17	17	18	88	18%
October	20	21	20	18	14	93	19%
December	14	13	12	**10**	**14**	63	13%
Total	100	100	100	100	100	500	100%

Bold = Estimate

Grants Awarded	5 Years	4 years	3 years	2 years	1 Year	Totals	%
February	$31,300	$23,800	$30,800	$46,000	$51,000	$182,900	13%
April	$41,800	$56,400	$75,100	$57,600	$62,825	$293,725	20%
June	$36,400	$72,000	$62,000	$59,500	$69,500	$299,400	21%
August	$51,200	$66,600	$55,880	$44,000	$33,500	$251,180	17%
October	$42,600	$45,100	$58,500	$69,300	**$40,000**	$255,500	18%
December	$33,000	$35,000	$38,600	$30,500	**$40,000**	$177,100	12%
Total	$236,300	$298,900	$320,880	$306,900	$296,825	$1,459,805	100%

Bold = Estimate

4. Current and historical funding patterns by geography and subject

The Committee reviewed Resist's funding patterns and looked for gaps or areas to do more outreach. The reminded itself that the categories are fluid- and generally based upon the grant request rather than an organization's overall work. The Committee also noted the Resist goal for funding groups with a broad analysis.

The Committee recommends that their needs to be a broader awareness of the fact that Resist gives accessibility grants. Outreach to current grantees would help in that regard.

The Committee recommended that more outreach be done in states that have received little or no funding over the last several years (e.g. Alabama, Arkansas, Delaware, Hawaii, Indiana, Iowa, Louisiana, Mississippi, North Dakota, Oklahoma, Rhode Island, South Carolina, West Virginia, Wyoming and Puerto Rico).

CURRENT

GRANTEE FISCAL AND PROGRESS REPORT

Organization:

Address:

Contact Person:

Fiscal Sponsor (if appropriate):

Purpose of Grant:

Grant Amount: **Grant Date**:

Please detail expenditures of grant (i.e. telephone, rent, printing, postage, etc.)

Amount spent to date: _____

Remaining from Grant: _____

Describe progress made toward achieving the purposes for which the grant was made. Please attach any articles, newsletters, brochures, flyers and expenditures receipts that will illustrate this progress. (Use additional space if necessary.)

This Progress Report must be returned SIX MONTHS from the date this grant was awarded. You will not be eligible for future grants unless RESIST has received your Progress Report.

REVISED

Grant Fiscal and Progress Report

Organization:

Address:

Contact Person:

Fiscal Sponsor (if appropriate):

Purpose of Grant:

Grant Amount:

Grant Date:

Amount Remaining From Grant:

On a separate piece of paper, please restate and respond to the following questions. Do not exceed three pages for your answers (excluding financial statements).

1. What progress have you made toward achieving the purposes of the grant? What goals and objectives have you achieved? (Please attach one or two articles, newsletters, brochures, or flyers that will illustrate this progress.)

2. What goals and objectives were you unable to achieve, and why?

3. Please detail your expenditures of the grant (i.e. telephone, rent, printing, postage, etc.)- including the amount spent to date and any amount remaining from the grant.

4. Please describe any major staff or board changes.

5. Please describe any major organizational changes in the past year and discuss the reasons for those changes.

6. Please attach your group's last complete annual financial statements (both income and expenses) as well as your projected budget for the current year.

This Progress Report must be submitted two months before the cycle when your grant is due for renewal. Resist will not renew your grant if this Progress Report has not been received.

CURRENT

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144

GRANT APPLICATION FORM

Date Received	_____
Board Meeting Date	_____ Board Decision _____

This box for Resist staff use only

Grant applicant please provide the following information:

Date _____

Name of Organization _____

Address _____

_____ Telephone ( ) _____

E-mail address _____ Web Site _____

Contact Person _____ Phone (if different) _____

Is your group tax-exempt? _____ Yes _____ No

If yes, please **attach a copy** of your Federal **IRS notification letter.**
Neither your state tax exemption nor your employer identification number meet this requirement.

If you are not tax exempt, do you have a tax-exempt organization that will supervise the funds you would receive if your proposal is approved?

If so, please fill in the name and address of that organization below and **attach their IRS notification letter** with this application.

_____

Please list any projects for which you have applied to RESIST in the past. Include projects for which you applied to RESIST but did not receive funding. If your organization applied under a different name, list that below as well.

Application Date	Project Description	Award Amount

How did you hear about Resist? _____

CURRENT

PROJECT

1. Amount requested: _____
   (Not to exceed $3,000 per year)

2. Please provide a description of your project in 50 words or less. If you are applying for general support, please give a one sentence description of your organization.

3. Describe your project. If you are applying for general support, please describe the work of your organization. Please indicate:
   - the goals of your project or organization;
   - your plan to achieve these goals; including a timeline; and
   - how you will evaluate the effectiveness of your efforts.

HISTORY

4. Briefly describe the history of your organization.
   - When, why, and by whom it was started?
   - If applicable, how has your organization changed over the years?

VISION

5. Briefly describe your organization's vision of social change and how you work to realize that vision.
   - If applicable, discuss how the ongoing work of your organization responds to and addresses US domestic policy and/or US foreign policy.

PROGRAM

6. What have been your organization's most significant accomplishments and challenges over the last three years?

7. What other events and/or projects is your group planning for the coming year.

ORGANIZATIONAL STRUCTURE AND COMPOSITION

8. Briefly describe how your group operates in terms of:
   - who makes decisions and sets priorities for your organization;
   - the responsibilities of the board, staff and members;
   - the number of members you have;
   - your strategies to recruit new members; and
   - the number of paid staff.

9. Please use the attached chart to illustrate the make-up/diversity of your group's Board, Staff, Volunteers and Members in terms of age, race, sexual orientation, class, physical ability and gender.
   - How have you taken steps to increase that diversity?

PAST AND CURRENT FUNDING SOURCES

10. Please list all other foundations you have applied to in the past three years and the results of those applications. Are you currently applying to other foundations for this or another project? If so, please indicate which foundations and whether the request is pending, secured or turned down.

CURRENT

POLITICAL FOCUS

RESIST believes that building an effective movement for social change requires groups to discuss issues that may not be central to their organization or work. RESIST funds organizations that can demonstrate an understanding of the important connections within the broad spectrum of issues that progressive activists struggle to address. As part of the application process, RESIST seeks an honest evaluation from organizations about their position, or lack of a position, on issues of race, class, gender, reproductive rights, lesbian and gay rights, age and disability. Your answers to the following question will enable us to get a better sense of the focus and perspective of your group.

11. Please provide specific information that illustrates the: 1) programs, 2) coalition work, and 3) position of your group in relationship to the rights and concerns of *each* of the following:

a) people of color
b) working class and poor people
c) women (include your group's position on reproductive and abortion rights)
d) gay/lesbian/bisexual/transgender rights and liberation
e) people with disabilities
f) older people
g) youth

COLLABORATION

12. How does your organization collaborate with other organizations?
- Please describe groups or coalitions you currently work with or have worked with in the past.
- Are there other organizations in your community that do similar work?
- If so, how do your organizations cooperate with each other?

REFERENCES

Please provide the name, organizational affiliation, address, e-mail and phone numbers of three people we can contact as references. Include people who are familiar with your work but are *not* members of your group.

Name Organization Address E-Mail Phone Number

1. _____
2. _____
3. _____

ATTACHMENTS

Please **include the following items** with your proposal:

- Your most recent completed financial statement, your current annual budget and a project budget (if applicable) showing your income and expenses. If you do not prepare organizational or project budgets, you may use the form enclosed with the application.

- If you are requesting a grant for printed materials (e.g. a newsletter or brochure), please include a copy or draft.

- If you are requesting funding for a play, radio, film or video project, please send a script or a copy of the production.

GRANT APPLICATION CHECKLIST

CURRENT

Please enclose each of the following materials with your request. Incomplete applications will not be considered. If you have any questions regarding the application, please call the RESIST office for assistance.

- ❑ **Cover Letter** (a brief introduction to your group and funding request)
- ❑ **Cover Sheet** (page 1 of the Application in its original format)
- ❑ **Grant Application Form** (one copy, answers to Questions 1-11 not to exceed 10 pages)
- ❑ **Multi-Year Grant Application Form**, if applicable (one copy)
- ❑ **IRS 501(c)(3) Notification Letter** (or IRS letter from sponsoring organization/fiscal conduit)
- ❑ **Last Complete Financial Statement** (your income and expenses for your last fiscal year)
- ❑ **Projected Budget for Current Fiscal Year** (including a breakdown of income and expenses)
- ❑ **Three references** (including name, address, organizational affiliation, e-mail and phone number)
- ❑ **Supporting printed materials** (up to three items)
- ❑ **Samples of literature** (actual or draft)
- ❑ **A copy of a film, video, radio or slide show** for media support requests
- ❑ **Evidence of Past Performance** (e.g. prior progress or annual reports, if applicable)
- ❑ **Diversity chart**

Application Procedures:

→ **Applications must be received by 5 p.m.** on the day of the proposal deadline

→ **Applications may not be submitted** by fax or e-mail

→ **Binders, paper clips or folders** are not necessary

Please remember that **RESIST does *not* fund** any of the following:

- social service or research projects;
- legal defense costs or lawsuit projects;
- material aid campaigns;
- tours, trips or travel expenses;
- individuals;
- projects located outside the United States;
- the development or production of films, videos or radio projects;
- publications, media or cultural projects not directly connected to a progressive organizing campaign;
- capital campaigns, capital projects, or endowments;
- organizations with access to traditional sources of funding;
- other foundations or grant-giving organizations; and
- organizations with annual budgets over $125,000.

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144
(617) 623-5110; resistinc@igc.org; www.resistinc.org

CURRENT

RESIST Grant Application
Financial Information

If you prepare organizational or project budgets, you may submit them in their original forms.	Financial Statement (last year's *actual* income/expenditures)	Annual Budget (current year)	Project Budget[1]
Fiscal Year-End Date:			
INCOME			
Resist Request			
Individual Contributions			
Foundation Grants			
Government Contracts			
Membership Dues			
Special Events/Sales Income			
In-Kind Contributions			
Other			
Total Income			
EXPENSES			
Salaries			
Benefits			
Professional Fees			
Occupancy (rent, utilities)			
Insurance			
Telephone			
Postage/Shipping			
Copying/Printing			
Supplies			
Major Equipment			
Travel/Transportation			
Fundraising			
Promotion/Publicity/Outreach			
Training/Technical Assistance			
Other _____			
Total Expenses[2]			
BALANCE			

NOTES

1. If your request is for a special project, complete the project budget column.
If your request is for general support, leave the third column blank.

2. If your organizational budget is over $125,000, you are not eligible for Resist funding.
If it is close to $125,000, you should contact Resist before applying.

LOBBYING

Within the proposed project budget, we estimate that no more than $_____ will be spent for lobbying activity, of which no more than $_____will be spent for grassroots lobbying, as those terms are defined in the Internal Revenue Service Regulations under 501 (h).

CURRENT

Organizational Diversity Chart

(Please indicate the number of individuals who fall within the following categories)

	Board Members	Staff	Active Volunteers	Members
Total Number				
Diversity by Race/Ethnicity				
African American				
Asian Pacific Islander				
European-American/Caucasian				
Latina/Latino/Hispanic				
Multi-Racial/Mixed Heritage				
Native American				
Other				
Diversity by Gender				
Female				
Male				
Transgender				
Diversity by Age				
Individuals Age 65 and Older				
Individuals Age 21 and Younger				
Other Diversity Characteristics				
Low-income				
Gay/Lesbian/Bisexual				
People with Disabilities				
Other Diversity Categories that are Important to Your Organization				
1				
2				
3				
4				

REVISED

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144

GRANT APPLICATION FORM

Date Received _____	Board Meeting Date _____

Grant applicant please fill out the following Cover Sheet:

Date of Application _____

Name of Organization _____

Address _____

_____ Telephone ( ) _____

E-mail address _____ Web Site _____

Contact Person _____ Phone (if different) _____

Tax Status
____ 501(c)3 organization as recognized by the IRS
____ 501(c)4 organization as recognized by the IRS
____ Federally recognized American Indian tribal government
____ Sponsored by a 501(c)3, 501(c)4, or federally recognized tribal government

If your organization is tax exempt, please **attach a copy** of your Federal **IRS notification letter**. *Neither your state tax exemption nor your employer identification number meet this requirement.*

If you are sponsored by a 501(c)3, 501(c)4, or federally recognized tribal government, please fill in the name and address of that organization and **include their IRS notification letter** with this application.

Fiscal Conduit: _____

Address: _____

Please list any funds for which you have applied to RESIST in the past, including projects for which you applied but did not receive funding. If your organization applied under a different name, list that below as well.

Application Date	Project Description	Award Amount

How did you hear about RESIST? _____

Revised

REQUEST FOR FUNDING

1. Amount requested: _____

(Not to exceed $3,000 per year)

2. Please provide a one sentence description of your organization.

HISTORY

3. Briefly describe the history of your organization.
   - When, why, and by whom was it started?
   - If applicable, how has your organization changed over the years?

VISION

4. Briefly describe your organization's vision of social change, both in terms of the work of your organization and the way you see your organization fitting into a larger movement for social justice.

PROGRAM

5. How does your proposed work deal with the root causes of the problem that your organization addresses? Please include in your answer:
   - the goals of your organization;
   - your plan to achieve these goals, including a time line;
   - any events and/or projects your group is planning; and
   - how you will evaluate the effectiveness of your efforts.

6. What have been your organization's most significant accomplishments and challenges over the last few years?

ORGANIZATIONAL STRUCTURE AND COMPOSITION

7. Briefly describe how your group operates in terms of:
   - who makes decisions and sets priorities for your organization;
   - the responsibilities of the board, staff and members;
   - the number of members you have;
   - your strategies to recruit new members; and
   - the number of paid staff.

8. Resist supports organizations addressing social justice issues that have leadership and constituents drawn from the communities most affected by those issues. Please use the attached chart to illustrate the make-up/diversity of your group's Board, Staff, Volunteers and Members.
   - How have you taken steps to increase that diversity?

Revised

FISCAL MANAGEMENT/FUNDING SOURCES

9. Please discuss your financial management practices and your fundraising goals.

10. Please list all other foundations you have applied to in the past three years and the results of those applications. Are you currently applying to other foundations? If so, please indicate which foundations and whether the request is pending, secured or turned down.

POLITICAL FOCUS

11. RESIST funds organizations that can demonstrate an understanding of the important connections across the broad spectrum of issues that progressive activists struggle to address. Please provide an honest evaluation and specific information that illustrates the: 1) **programs**, 2) **coalition work**, and 3) **position** of your group in relationship to the rights and concerns of *each* of the following:

a) people of color
b) working class and poor people
c) women (include your group's position on reproductive and abortion rights)
d) gay/lesbian/bisexual/transgender rights and liberation
e) people with disabilities
f) older people
g) youth

12. How does the ongoing work of your organization respond to and address US domestic policy and/or US foreign policy?

COLLABORATION

13. How does your organization collaborate with other organizations?

- Please describe groups or coalitions you currently work with or have worked with in the past.
- Are there other organizations in your community that do similar work?
- If so, how do your organizations cooperate with each other?
- What work do you do that crosses issues and constituencies?

LOBBYING

14. Within your proposed request, you estimate that no more than $_____ will be spent for lobbying activity, of which no more than $_____will be spent for grassroots lobbying, as those terms are defined in the Internal Revenue Service Regulations under 501 (h).

Revised

REFERENCES

Please provide the name, organizational affiliation, address, e-mail and phone numbers of three people we can contact as references. Include people who are familiar with your work but are *not* members of your group.

Name Organization Address E-Mail Phone Number

1. _____

2. _____

3. _____

ATTACHMENTS

Please **include the following items** with your proposal. Incomplete applications will not be considered. If you have any questions regarding the application, please call the RESIST office for assistance.

1. Financial Information
- your most recently completed annual financial statements;
- your current annual budget showing your income and expenses.

2. Tax Status documentation
- the first page of your **IRS 501(c)(3) Notification Letter**
- If you have a fiscal sponsor, attach the first page of their 501(c)3 letter with a signed statement from them agreeing to serve as your fiscal sponsor
- Neither your state tax exemption nor your employer identification number meet this requirement.
- If you are a federally recognized American Indian tribal government or agency, simply indicate that on the grant application Cover Sheet.

3. Organizational Diversity Chart
- Please fill out the attached chart as completely as you can. If you do not track certain constituency categories, simply indicate that.

4. Media/Theater Samples
- If your work includes funding for a play, radio, film or video project, please send a **script** or a **copy of the production**.

5. Supporting printed materials
- Up to three items highlighting your work, past progress or future plans

Revised

GUIDELINES FOR SUBMISSION

1. Use a standard typeface no smaller than 12 points
2. Include Resist's Cover Sheet (page 1 of the application) in its original form
2. Answers to questions 1 - 14 should not exceed ten (10) pages
3. Do not use binders or folders
3. Mail one complete single-sided proposal (including Cover Sheet, application and attachments) to Resist by the deadline date
4. Applications must be received in the Resist office by 5 p.m. on the day of the proposal deadline
6. Applications may not be submitted by fax or e-mail

Please remember that **RESIST does *not* fund** any of the following:

- organizations with annual budgets over $125,000;
- individuals;
- groups that primarily provide direct services (to individuals, families and communities) that are not part of progressive organizing activities;
- research, litigation or legal organizations unless they are directly connected to progressive organizing campaigns;
- organizations located outside the United States;
- the development or production of films, videos or radio projects;
- media or cultural organizations not directly connected to progressive organizing campaigns;
- organizations with access to traditional sources of funding; and
- other foundations or grant-giving organizations.

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144

(617) 623-5110; resistinc@igc.org; www.resistinc.org

Revsd

RESIST Grant Application
Financial Information

If you prepare organizational budgets, you may submit them in their original forms.	Financial Statement (last year's *actual* income/expenditures)		Annual Budget (current year)
Fiscal Year-End Date:			
INCOME			
Resist Request			
Individual Contributions			
Foundation Grants			
Government Contracts			
Membership Dues			
Special Events/Sales Income			
In-Kind Contributions			
Other			
Total Income			
EXPENSES			
Salaries			
Benefits			
Professional Fees			
Occupancy (rent, utilities)			
Insurance			
Telephone			
Postage/Shipping			
Copying/Printing			
Supplies			
Major Equipment			
Travel/Transportation			
Fundraising			
Promotion/Publicity/Outreach			
Training/Technical Assistance			
Other _____			
Total Expenses[1]			
BALANCE			

NOTES

1. If your organizational budget is over $125,000, you are not eligible for Resist funding. If it is close to $125,000, you should contact Resist before applying.

Revised

Organizational Diversity Chart
(Please indicate the number of individuals who fall within the following categories)

	Board Members	Staff	Active Volunteers	Members
Total Number				
Diversity by Race/Ethnicity				
African American				
Asian Pacific Islander				
European-American/Caucasian				
Latina/Latino/Hispanic				
Multi-Racial/Mixed Heritage				
Native American				
Other				
Diversity by Gender				
Female				
Male				
Transgender				
Diversity by Age				
Individuals Age 65 and Older				
Individuals Age 21 and Younger				
Other Diversity Characteristics				
Low-income				
Gay/Lesbian/Bisexual				
People with Disabilities				
Other Diversity Categories that are Important to Your Organization				
1				
2				
3				
4				

Grant Committee Minutes
September 17 and September 20 2004

Present September 17th: Kendra Hoyt, Yafreisy Mejia, Robin Carton
Present September 20th: Kendra Hoyt, Kay Mathew, Robin Carton

1. Weeding
The Committee removed 12 grants from the cycle and left two in to be considered.

2. 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.

The Committee will bring the proposal forward for its second vote on October 3rd. The Committee will put together a packet of information for Board members after the vote. The packet will include: the current proposal, the current progress report and the guide the Committee put together for evaluating proposals.

The Committee recommends that the Board build in an evaluation process for the transition to general support. After one year, the process should come up for review in order to look at the need for any changes.

3. Grant Allocation Formula
The Committee put together a new allocation formula that is based upon a review of five years of funding patterns. The new formula looks at percentages of applications received per cycle and percentages of grants awarded per cycle. Cycle awards would be a percentage of the annual budget and would look as follows:

		FY05
February:	12%	$36,600
April	20%	$61,000
June	19%	$57,950
August	17%	$51,850
October	19%	$57,950
December	13%	$39,650
		$305,000

The Committee recommends that these are approximate figures and can be adjusted slightly to meet unusual cycle needs.

Resist Board Development Committee 9-17-04

Present: Carol, Marc, Becca, Cynthia

1. Becca can attend meetings- won't be assigned extra work

2. Recruiting

Board development, grants and personnel need more members

Ann Lipsetts: difficult time. Was hoping to be interviewed in Sept to be considered for October meeting. Phone interview if she's interested

Post it? Young sisters? Youth on Board? Lead Boston, Vida Urbana, Penn Loh, ACE; Charlie Rose @ City Year; Organization of Haitian Women: need to be called.

Issue: geography and cost

Each except Becca take three names and call and ask every board member to take one

Follow up with Payal

Post on Idealist? Hold off; could be problems

One person wrote a letter of interest: John Anderson, United for Peace and Justice in Arlington

Cynthia: Lead Boston, Org. of Haitian Women, ACE

Carol: Young Sisters, Proyecto Hondurenos

Marc: NDC

Carol will assign others

3. Advisory Board feedback and moving this project forward

Resist and political environment we're in today

Many could come

Where? Boston or NYC

Cost: Boston better -Ease: Boston

Do before a board meeting on Saturday: February or April?

Recommendation: February with slight preference for Boston on Saturday afternoon before the Board meeting. Rough cost estimate including travel, lodging, food is $2,000

Those making calls: continue to try to get answers to questions. We can use this info as we plan the meeting.

4. Committee health/functioning/level of work

Recruitment of new members is key

Ask committees to think about two most important things they do: what's the best use of committees right now?

How many board members?	14
How many committees?	7 or 8
How many people on more than one?	3 non staff on more than two committees right now

Hard to consolidate committees

BDC committee should look at committee work load. Be thinking of this.

Every February look at who's on what committees and shift people around

5. Next meeting: Wednesday October 20th 4 p.m. Cynthia, Carol, Marc at Resist, Becca in NYC

a call to RESIST illegitimate authority

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

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

* *founding members*

Grant Committee Agenda
September 2004
Date and Location: TBA
(possibly September 14th)

1. Weeding

There are fourteen 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. 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.

The vote from the Board meeting was: 4 Yes 1 No 3 Abstentions. There will be a second vote in October to ratify this decision.

The Board requested that if it passes a second time that the staff send the current grant application out to Board members for their comments about any need to revise the application. Comments will focus on information members feel they need to evaluate general support grants. The Grant Committee will then follow up and make any revisions as necessary.

3. Grant Allocation Formula

The Board was concerned that grant spending has exceeded the budget even though each cycle has been at or near the amount put forth by the formula. The Board requested that the Grant Committee revisit the grant allocation formula.

4. Current and historical funding patterns by geography and subject

At the last meeting, we postponed to the current meeting the discussion about Resist's funding patterns and looking for gaps or areas to do more outreach. The overview documents that were included in the July packet will be used to facilitate this 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?
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.

TA Committee Minutes
September 24, 2004

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

1. TA Grants

Proposal #1- To provide small grants to enable existing grantees to attend technical assistance opportunities.

This would not be new money. Resist would earmark $8,000 in the FY '05 grants budget to provide small grants up to $500 to enable or assist groups to attend trainings for technical assistance. These funds would be available for grantees who have been funded at least twice within the last five years.

-Funds will be available on a quarterly basis and will be dispersed on a first come-first serve basis. Monies will be allocated evenly across quarters ($2,000 for four quarters). Any funds not dispersed within a particular quarter will be rolled over to the next cycle.

-Staff will work to ensure that proposals are reviewed and grants awarded within a two week time frame. The staff will evaluate the proposal from any group seeking to attend a training listed in the Resist Technical Assistance Guide. Applications for grantees seeking to attend a training not listed in the Resist Guide will be sent to the full committee for evaluation.

-Training must occur within 3-5 months of the TA grant award. This initiative will be reviewed by the TA Committee after one year to evaluate its success.

2. Resource Materials for Grantees

Proposal #2- To continue the commitment of providing resource materials to grantees on an ongoing basis.

- The TA committee proposes to allocate $500 yearly 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. We expect current stock of resource books to last through FY '05 and most, if not all of FY'06. Once existing inventory has been depleted Resist would purchase additional supplies of Grassroots Grants (or any other timely/adequate materials) for distribution.

Proposal #2 would not require allocation of any new funds until FY06 or FY07.

3. "Resource Guides"
The Committee set two goals: 1) to update the existing "resource guides" and 2) to produce new information guides based on areas that Resist identifies as informational gaps. The Committee will ask the Board at the October '04 meeting to brainstorm any new "issues" that might be developed into a resource guide.

Meeting adjourned

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144

TECHNICAL ASSISTANCE GRANT APPLICATION FORM

Date Received _____

Board Meeting Date _____ Board Decision

Grant applicant please fill out the following Cover Sheet:

Date _____

Name of Organization _____

Address _____

_____ Telephone ( ) _____

E-mail address _____ Web Site _____

Contact Person _____ Phone (if different) _____

Is your group tax-exempt? _____ Yes _____ No

If yes, please **attach a copy** of your Federal **IRS notification letter**.
Neither your state tax exemption nor your employer identification number meet this requirement.

If you are not tax exempt, do you have a tax exempt organization that would be willing to supervise the funds you would receive if your proposal is approved? If so, please fill in the name and address of that organization and **include their IRS notification letter** with this application.

Fiscal Conduit: _____

Address: _____

Please list any projects for which you have applied to RESIST in the past five years. Include projects for which you applied to RESIST but did not receive funding. If your organization applied under a different name, list that below as well.

Application Date Project Description Award Amount

_____

_____

_____

_____

Technical Assistance Request for Funding

Technical Assistance Grants are awarded in amounts up to $500 for projects that will increase an applicant's internal organizational skills and capacity. These grants do not fund general operating costs and are awarded on a rolling basis.

1. Amount requested: _____
   (Not to exceed $500)

NARRATIVE

2. Please provide a **two paragraph** description of your organization, its mission and its goals.

3. **Briefly** describe the training you are requesting.
   - Who will provide the training?
   - When and where will this training occur?
   - What will it include?
   - Please list which staff, Board members or leaders will attend the training
   - Please attach any brochures or other outreach materials regarding this training opportunity.

4. What organizational needs will this training address?
   - Why is this training qualified to meet those needs?

5. How will you evaluate the effectiveness of this proposed training?
   - How will it enable your organization to carry out its work more effectively?

ATTACHMENTS

Please attach the following materials:

a. **Budgets**
   - current annual budget showing your income and expenses
   - project budget showing your income and expenses for this request

   Please use the form enclosed with the application.

b. **Supporting Materials**
   - any brochures or other outreach materials you have regarding this training opportunity.

TECHNICAL ASSISTANCE GRANT
APPLICATION CHECKLIST

Please enclose each of the following materials with your request. Incomplete applications will not be considered. If you have any questions regarding the application, please call the RESIST office for assistance.

- ❑ **Cover Sheet**
  (page 1 of the Application)
- ❑ **Technical Assistance Grant Application Form**
- ❑ **IRS 501(c)(3) Notification Letter**
  (or IRS letter from sponsoring organization/fiscal conduit)
- ❑ **Projected Budget for this project**
  (including a breakdown of income and expenses)
- ❑ **Projected Budget for Current Fiscal Year**
  (including a breakdown of income and expenses)
- ❑ **Supporting printed materials**
  (brochures or other outreach materials regarding this training opportunity)

Application Procedures:

→ **Applicants must have been funded twice** within the last **5 years** in order to qualify for funding

→ **Applications are awarded** on a rolling basis

→ **Applications may be submitted** by e-mail to robinc@resistinc.org

→ **Applications may not be submitted** by fax

→ **Binders, paper clips or folders** are not necessary and their use is discouraged

RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144
(617) 623-5110; resistinc@igc.org; www.resistinc.org

RESIST Grant Application
Financial Information

	Annual Budget (current year)		Training Costs
Fiscal Year-End Date:			
INCOME		**INCOME**	
RESIST Request		RESIST Request	
Individual Contributions		Individual Donors	
Foundation Grants		Foundations	
Government Contracts		Membership Dues	
Membership Dues		Fundraising	
Special Events/Sales Income		Other: (List)	
In-Kind Contributions			
Other			
Total Income		**Total Income**	
EXPENSES		**EXPENSES**	
Salaries		Food	
Benefits		Lodging	
Professional Fees		Travel	
Occupancy (rent, utilities)		Training Fees	
Insurance		Other: (List)	
Telephone			
Postage/Shipping			
Copying/Printing			
Supplies			
Major Equipment			
Travel/Transportation			
Fundraising			
Promotion/Publicity/Outreach			
Training/Technical Assistance			
Other			
Total Expenses[1]		**Total Expenses**	
BALANCE			

NOTES

1. If your **organizational budget** is **over $125,000**, you are **not eligible** for RESIST funding. If it is close to $125,000, you should contact RESIST before applying.

Finance Committee Minutes
September 23, 2004

Present: Pam Chamberlain, Robin Carton, Wenda Tai, Yafreisy Mejia, Nikhil Aziz

1. Review of Financial Statements
The Committee reviewed the current financial position and several mid-course corrections that were made in August.

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.

a. Grant Overspending
The Board has been implementing the Finance Committee proposal to lower spending on grants for the last three cycles in order to meet budgeted amounts. As of June 30th, grant spending is currently $29,000 over budget- reducing overspending by 50%. There is about $80,000 left in the budget for the upcoming two cycles. This category should end up on target by the end of the fiscal year.

b. Unbudgeted Personnel Costs
The Committee is keeping an eye on the unbudgeted personnel costs due to the need for temporary help while Yafreisy is on maternity leave. The total cost for coverage of her leave remains at approximately $8,500. $5,670 attributed to FY04 and $2,833 to FY05.

c. Accrued Paid Leave
The Personnel Committee has agreed to look at accrued paid leave and come up with a recommendation.

d. Rising Health Care Costs
Health insurance has been reaching double digit increases over the last few years. Yafreisy will be switching to the family plan at the end of the year which will also increase costs. The staff are looking at a range of health insurance options, including new plans, new administrators and a possible staff payment towards health expenses. It would also be possible to look at a flexible spending account that included a higher individual co-pay for services instead of a staff contribution as a way to lower costs.

e. Board Fundraising
The Finance Committee reviewed the Board's fundraising role and was cognizant that the 2004 budget goal is in part dependent upon the Board's agreement to raise funds.

f. Line Items Checked After July Meeting

- *Prospect Mailing Costs*
Issue: Consultant costs exceed annual budget ($10,250 v. $6,000).
Correction: Figures needed to be reallocated and now reflect appropriate budget amounts

- *Professional Fees*
Issue: Accounting costs exceed annual budget ($10,200 v. $10,000)
Information: Accounting costs will exceed budgeted amounts given the need to correct financial statements after the departure of the prior bookkeeper and the transition to a new accounting package.

- *Occupancy Expenses*
Rent exceeds Y-T-D budget ($19,535.43 v. $16,858)
Correction: Figures needed to be reallocated and now reflect appropriate budget amounts

2. Review of Draft FY05 Budget

See FY05 Budget and Narrative attached.

Concern was raised about being able to meet budget targets in FY04 and what that would mean for FY05 numbers. Income will probably not meet FY04 goals. The staff budget preparation and the Committee review took this issue into account in making recommendations. There is not a lot of room for cost cutting given fixed costs. Variables include staff salaries, grant spending and temporary help.

Several cost saving and fundraising proposals included:

a. Carol offered to reduce her time to 4/5. Concern was raised about her ability to get her work done in less time- given the extra hours she puts in already.

b. Health insurance changes (see above)

c. Removing stipend for intern Jean Smith who manages the web site.

d. Decrease in grant spending

e. Hold off on web page re-design or look for donated services

f. Hold off on Board of Advisors meeting- given no funds available for travel

g. Hold off on new t-shirt orders

h. Board to raise more money- raise $1,000 each over the course of a year (see budget narrative for details)

EXECUTIVE COMMITTEE MINUTES
September 8, 2004, 3:30 p.m. at the Resist office

1. BOARD DEVELOPMENT. CAROL, BECCA, CYNTHIA, MARC (chair)
Needs to meet. Marc being lax as chair. Will talk to Cynthia to see if she is ready to take over.

Few new reports from board members about contacting members of the Board of Advisors about a meeting. Hank and Pam reported in.

No update on new Board candidates and contacts (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.

****

2. FUNDRAISING. KAY (chair), CAROL, WEC
September appeal in the mail. Carol talking with consultant about fall/winter prospect mailing. Will go out around Nov. 1 to arrive after the election.

No responses yet from board members' letters to friends and colleagues asking for donations.

****

3. FINANCE. PAM (chair), ROBIN, NIKHIL, YAFREISY, WENDA TAI
Will review financial statements and bring budget to October board meeting for discussion. Second discussion and vote in December.

****

4. GRANTS. KENDRA (chair), KAY, ROBIN, YAFREISY, LEILA
Committee needs another member, especially while Leila is essentially on leave.

General Support proposal will come to the board for second vote in October.
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.

Committee reviewing Resist Application to see what tinkering might be in order if proposal passes. Hank also has some comments on revisions.

Reviewing funding patterns by geography and subject. For discussion about gaps or areas to do more outreach. The Committee has overview documents to facilitate that discussion.

Other items on the Grants Committee Agenda:

1. Increased Visibility: Look at current outreach and funding stats and tactics to determine if other methods needed to promote grantmaking program.

2. Application Change re Board Members: Discuss if necessary to ask applicants for names of Board members and their organizational affiliations.

****

5. COMMUNICATIONS. HANK (chair), TY, CAROL, PAYAL, ABBY, ROBERT
Will need some time at the next board meeting to discuss these proposals:

1. To move print newsletter to six times per year
2. On an experimental basis, send on electronic newsletter in the alternate months
3. To use some funds saved in #1 and #2 to upgrade Web site. Carol estimates saving roughly $50,000; $5,000 would go to the Web site.

Other Communications items from the Retreat:
* Consider consultant to review communications and make recommendations.
* Ideas for staff training

****

6. STAFF
Board/staff "lunch": Pam and Payal are next in line, but Payal is traveling, so Pam will do it.

Yafreisy's leave: Interviews happening. Job announcement going to board members to distribute to others.

Early stages of possible re-division of staff roles to spread work better 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

****

7. TA. Becca (chair), KAY, ROBIN, YAFREISY
Will meet soon.

No proposals appear to have budget implications. (October deadline to bring proposals with budget implications to Board. If proposals require redistribution of staff time, TA Committee to work with Personnel Committee.)

From 6/6/04 board meeting: Site visits. How do we think about this? Should we spend money on this?

****

8. PERSONNEL HANK (chair), LEILA, MARC
Hasn't met. Hank doesn't wish to chair this and communications; figuring out which chair to resign.

From 8/1/04 board meeting: Needs to review staff accumulation of leave and comp. time. Hank and Marc will discuss with a member of the Finance Committee to be designated when they meet.

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

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

****

9. ELECTION OF OFFICERS
A staff member will send an email to all board members soliciting interest. In October, presentation of a slate/solicitation of names. Could also vote then or in December.

****

10. REGINA'S LEAVE
Marc will email her on the "terms": come back when she feels ready. She can participate in a committee without coming back full time, if she wishes.

****

11. CHAIRING BOARD MEETINGS.
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. Marc will prepare a note on this for October and December board meetings.

Approved at 6/6/04 board meeting:
A. We go down the list of board members in alphabetical order.
B. Business minutes: start with first name in list
C. Business chair: business minute taker from previous meeting
D. Grants chair: start a few names down the list
E. Food: 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!

****

12. OCTOBER 3 BOARD MEETING
October 3 Chairs: Becca business, Marc grants
October 3 Minutes: Kendra business, Robin grants
Lunch: Hank, Carol

POLITICAL DISCUSSION:
The future of the Iraq War, voting for a war president, the left and anti-war work, and effective organizing from our experience. (Whew.) Pam will talk with Nikhil, Cynthia, and Kendra to each make a short (5-10 minutes?) presentation of work they are involved in, as a grounding for the discussion, which Hank will facilitate.

DRAFT AGENDA
A. Meet, eat, greet (10:15-10:30)
B. Agenda review (10:30-10:35)
C. Approve (or not) minutes (10:35-10:40)
D. Grant allocations (10:40-12:30)
E. Reflect on grant allocations (12:30-12:40)
F. Lunch (12:40-1:10)
G. Yafreisy's leave replacement (1:10-1:20)
H. Election of Officers (1:20-1:40)
I. Budget Presentation (1:40-2:00)
J. General Support Proposal (2nd vote) (2:00-2:10)
K. Newsletter Proposals (2:10-2:30)
J. Other Committee Reports: (2:30-3:00)
Staff, Board Development, Personnel, Fundraising, Finance, Communications, TA, Grants, LRPC/Executive
K. Reports on networking and opportunities, past and upcoming (3:00-3:10)
L. Political Discussion (3:10-4:00): Electoral politics and this political moment; report back from Boston Social Forum
M. Review/reflect/evaluate (4:00-4:10)
N. Adjourn

****

13. SCHEDULED NEXT EC MEETING: Wednesday, Nov. 3, 3:30 p.m.

****

14. ADJOURNED

****

MISC. RETREAT/PARKING LOT ITEMS
* 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. COMMUNICATIONS to consider first.
* Making grant amount reflect Resist priorities. Sent to GRANTS
* Funding innovative ideas that excite the board and work to mobilize people. Sent to GRANTS
* Seeking potential funders to give Resist money to pay for grantees to get training over and above regular grant from Resist. Sent to FUNDRAISING.

Communications Committee Meeting
Minutes from August 23, 2004

Present: Hank Rosemont, Abby Scher, Ty dePass, Payal Parekh, Carol Schachet

1. Newsletter Frequency.

Discussed Carol's memo (see attached) recommending that the Newsletter frequency be reduced from 10 times/year to 6 times/year. Would allow more time to pay attention to production of the material. Occasionally do 12 page issues, but 8 page still be the standard.

* Committee voted to recommend that Resist publish the Newsletter 6 times a year, reducing it from its current 10 times/year.

The fund raising impact will be evaluated at the end of 2005, but it may take longer to evaluate it.

2. E-Newsletter.

Robert Morrison prepared several useful documents outlining the issue associated with developing and maintaining an E-Newsletter (attached), including the advantages and disadvantages of commercial and free list manager list services. Ty expressed a preference toward Commercial E-mail List Services (CELS) in order to deal with bounce-backs, etc. Noted that it can take several months to sort things out, tie us with the server, deal with SPAM issues and filters. The goal would be to try to become self-sufficient within one year.
Need to make sure that the website gives people an opportunity to sign-up and edit their e-mail subscription information.

* Committee recommended pursuing an E-Newsletter.

3. Web Page Redesign.

Robert is willing to work with a designer, but he is more of a techie/background person. Main concerns are to be:

* consistent with other Resist materials
* accessible and usable
* include easy links to donate and subscribe to e-mail list serve

Possible designers: Leftylucy.com, Kate Canfield (Ty knows her): 617-247-3869; 617-247-7447.

Proposal for the Board is three discreet parts:
1. That Resist reduce the frequency of its print Newsletter to six issues per year;
2. That Resist develop an E-Newsletter that will be related to the paper newsletter on those six months, and be a brief announcement/article or grant update on the non-paper Newsletter months; and
3. That Resist redesign its webpage.

Further, of the funds that Resist will save by publishing fewer Newsletters, the Communications Committee requests that at least $5,000 be set aside for communications activities, including the development of an e-newsletter and web page.

Funding social change since 1967

RESIST

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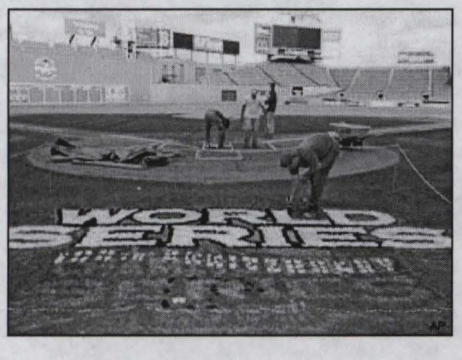
Red Sox Meet Cubs in World Series

Alternate Universe Reports Beginning of Baseball Dynasty

JIM CAPLE

Less than 12 hours after defeating the Yankees 7-6 in Game 7 of the American League Championship Series, the Red Sox hastily prepared as best they could for the World Series. While the Fenway Park grounds crew painted a "Boston Red Sox — 2003 World Champions" logo behind home plate, manager Grady Little placed the Boston bullpen phone on the national Do Not Call list.

Little also announced that despite pitching all 15 innings Thursday night in New York, Pedro Martinez will be his Game 1 starter against the Cubs. "He's our ace," Little explained. "He's the best guy I have and I think he has enough gas left in his tank."



Chicago manager Dusty Baker countered by saying he will go with a two-man rotation during the series, relying on Mark Prior and Kerry Wood to bring home Chicago's first championship in 95 years. "Prior and Wood and it's all good," Baylor said.

Boston is enjoying Indian Summer, and the weather forecast for Saturday's opener is for sunny skies and a high of 68. Hell, meanwhile, is expected to see record low temperatures.

continued on page two

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RESIST
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617/623-5110

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Mailing Label Here

Views on the *Newsletter*

"It should come out less often":

Very much disagree: 25%
Disagree: 13%
Neutral: 24%
Agree: 19%
Very much agree: 19%

"I read it for its political analysis":

Very much disagree: 4%
Disagree: 10%
Neutral: 20%
Agree: 31%
Very much agree: 35%

"I read it to learn about grantees":

Very much disagree: 7 %
Disagree: 17%
Neutral: 26%
Agree: 32%
Very much agree: 17%

"The quality of articles is excellent":

Very much disagree: 1%
Disagree: 3%
Neutral: 19%
Agree: 41%
Very much agree: 37%

Views on the *Newsletter* *(Continued)*

"I find the information useful in my political work":

Very much disagree: 9%

Disagree: 15%

Neutral: 27%

Agree: 27%

Very much agree: 22%

"The Newsletter encourages me to give to Resist":

Very much disagree: 6%

Disagree: 8%

Neutral: 18%

Agree: 36%

Very much agree: 32%

"The length is just right":

Much shorter: 2%

Shorter: 7%

Remain the same: 60%

Longer: 19%

Much longer: 12%

-Donors are pretty much spread across the spectrum in regards to timing of the Newsletter.

-Donors read the Newsletter for many reasons- more for the political analysis than for the grantees

-Donors find the quality of the articles on the good end of the spectrum

-Donors feel for the most part that the length should remain the same

Report: Options for Implementating an Email List for Newsletter Announcements

Revison: 0.10

Date: August 20, 2004

Prepared by: Robert Morrison <orbert@orbert.net>

Carol Schachet <carols@resistinc.org>

Prepared for: Resist Communications Committee

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Background and Summary

This document discusses several options for implementing an email announcement list for Resist's Newsletter subscribers (the "Newsletter announcement list," or "NAL"). The basic requirements that we address here are outlined in Carol's June 22 memo entitled "E-Newsletter and Resist Newsletter frequency," in particular the "Newsletter Format" section of that memo.

In certain cases this memo expands the discussion to consider cases where Resist might wish to use email lists for purposes other than Newsletter announcements (e.g., other activist announcements or a discussion list). (An "announcement list" is one where only the owners may post; a "discussion list" is one where any subscriber may post.)

Various issues related to capacity are important in discussing email lists: how many subscribers to a list, how many emails sent per hour/day/month, size of individual email, total size of all emails sent, etc. (For more than one list: how many lists, total subscribers to all lists, etc.) Where discussions of capacity arise, we use the following figures for the initial requirements for the NAL: 6,000 subscribers, with one email of 40KB sent to the list every other month.

Option 1: Free Email List Services

Several commercial services offer email list services with no cash charge; the lists are financed by advertising. We'll call them "free" for the purposes of this discussion.

Advantages

Cost. No cash cost.

Minimal requirement for technical skills. Reduces need for Resist (staff or volunteer) to be concerned with technical details of list management. (A few tech issues may remain, but they are of the less-challenging sort.)

Technical support. Some technical support is usually available, which is better than no technical support.

No server load. Bandwidth used by sending email does not come out of Resist's server account.

Commercial grade servers. These providers usually have very heavy duty email servers and setups, resulting in near-optimum quality of service (speed of delivery, reliability, etc.).

Archives. Archives of messages sent are usually provided; they are usually automatic and can usually be made available to subscribers only

Disadvantages

Dependence on the service provider. If the service is discontinued for any reason, Resist's ability to send timely announcements will be impaired until the list can be reestablished elsewhere.)

Privacy: a third party (the FELS) has access to the email addresses on the list. It is usually the case that the list can be set up so that subscribers cannot see each others addresses; but some of the employees of the FELS will be able to see them.

Branding: during some parts of the process of signing up or reading email, subscribers will see a domain name other than Resist's.

Subscriber convenience: account creation. In some cases, list subscribers may need to create an account at the FELS in order to use the list in certain ways (e.g., to view archives or to set their subscription to "no-mail" temporarily). Some providers may require an account simply to be on the list. Account creation requires the user to provide certain personal information and to create a username and password. While users can always provide made-up information, they need to record their username and password, which some people will find inconvenient.

Ads. Advertisements are usually appended to the emails sent to the list. Resist will have no control over the content of these ads. (In the past, some FELS allowed list owners to remove ads from messages by payment of a fee. We will have to investigate whether this is still true for any of the FELS we can use.)

Limited technical support. Technical support is usually available only via email, and may not be available on a timely basis. Tech support is usually limited to the use of the vendor's interface and is often provided by non-experts.

List of Free Email List Services ("FELS")

Yahoo Groups

List home page:

http://groups.yahoo.com/

Coollist.com

Home page:

http://www.coollist.com/

Topica

Free list home page:

http://lists.topica.com/

Topica is also a commercial list vendor; see section on Commercial Email List Services.

Smartgroups.com

Home page:

http://www.smartgroups.com/

Smartgroups is U.K. based.

YourMailingListProvider.com

Home page:

http://www.yourmailinglistprovider.com/

This company also has a paid service offering listed in the next section.

Lists of Free Email List Services

Many other companies provide FELS. See, for example:

http://www.fepg.net/

http://www.emailaddresses.com/email_mailing.htm

Option 2: Commercial Email List Service

Commercial email list services (CELS) provide list services in various forms. Some focus on announcement lists only.

Advantages and Disadvantages

Most of the advantages and disadvantages for a FELS apply for a CELS, except:

Cost. There is some cash cost to use a CELS. This varies widely; some details are provided in the "List of CELS" subsection below.

Technical support. The tech support available with a CELS can generally be expected to be better and faster than that available with a FELS.

Ads. Messages delivered via a CELS-provided list will have no ads.

Subscriber convenience: CELS generally do not require list subscribers to set up accounts or to provide any personal information.

Features. A CELS list may have more features than a FELS list does. Features may address ease of administration, subscriber options, etc.

List of Commercial Email Services

L-Soft

Home page:

http://www.lsoft.com/

L-Soft has two email service products: "ListPlex"and "Ease". The main difference seems to be that Ease is "for customers who are comfortable with having their e-mail lists on a shared server with other EASE lists under a common L-Soft domain name." The implication is that Ease is the lower-cost option, and that ListPlex is capable of being configured such that the subscriber sees only the customer's (that is, Resist's) domain name.

ListPlex home page:

http://www.lsoft.com/products/default.asp?item=listplex

Ease home page:

http://www.lsoft.com/products/default.asp?item=ease

L-Soft is the maker of the listserv list management software package.

Groundspring.org

Home page:

http://www.groundspring.org/

Groundspring.org's email list management service is called "EmailNow."

EmailNow home page:

http://www.groundspring.org/services/emailnow.cfm

Cost for Resist's Newsletter announcement list using EmailNow:

One time signup fee:	$49.00
Monthly fee:	$19.00

The EmailNow monthly fee covers sending up to 10,000 messages per month.

Groundspring.org has several other service offerings: DonateNow, AdvocacyNow and ebase. ebase appears to be primarily a membership database, although it has other features including email list management. However, these offerings do not appear to be tightly integrated in the style of the software described in the section entitled "Option 3: Nonprofit-Targeted Software Package."

Topica

Home page:

http://www.topica.com/

Basic plan:

http://www.topica.com/solutions/pricing_basic.html

For the a 6000-address list:

Base monthly fee (includes 2,500 addresses):	$25.00
Charge for 3,500 additional addresses:	$35.00
Total monthly fee:	$60.00

YourMailingListProvider.com

Home page:

http://www.yourmailinglistprovider.com/

This company's paid service option is called the "Premium version."

Premium version home page:

http://www.yourmailinglistprovider.com/premium.html

Monthly cost for a list with between 5,000 and 10,000 subscribers: $15.00

This company also has a free service option listed in the FELS section.

Broadwick

Home page:

http://www.broadwick.com/

Name of email list management software is "intellicontact pro." Home page:

http://www.intellicontact.com/index.pl

Monthly cost for a list of between 5,000 and 10,000 addresses: $59.00

Sparklist

Home page:

http://www.sparklist.com/

Name of service offering appropriate for NAL: "Spark Newsletter." Home page:

http://www.sparklist.com/services/sparknewsletter.html

"Spark Newsletter" pricing:

http://www.sparklist.com/services/sparknewsletter_prices.html

For a "basic" package (their lowest level offering, more than ample for Resist's NAL), charges are:

One time setup fee:	$175.00
Monthly fee:	$89.00

Lists of Commercial Email List Services

Many other companies provide CELS. See, for example:

http://dmoz.org/Computers/Internet/E-mail/Mailing_Lists/Hosted_Services/

Option 3: Nonprofit-Targeted Software Package

Several vendors have developed packages that combine solutions to common requirements of nonprofit organizations. (We will call this kind of software a "Nonprofit-Targeted Software Package", or "NTSP.") Some of these packages are available as modules, so you can (for example) use only the email list management solution, or combine that with their membership database solution, advocacy support facilities (e.g., making it easy for members to email or fax legislators), etc.

Selecting such a software package is a major undertaking. A substantial amount of time is required to evaluate the various packages that are available and to understand their capabilities and limitations. Resist's requirements would need to be specified, checked against the packages, and tradeoffs identified, recorded and discussed.

The evaluation effort could be reduced by considering only the email list management module of each package. There is, however, a danger in doing so: if one package is selected on the basis of evaluating a single module, and Resist later determines that it would be desirable to use other capabilities of the package, it is very unlikely that Resist will at that point do a full package evaluation. The result could be that Resist would end up selecting a broad solution on the basis of a narrow evaluation. Given the importance that this software will take on in the day-to-day operation of Resist, the risk associated with this course of action is high.

The vendors here do not necessarily specialize in progressive causes.

Advantages

Feature set. In general these packages have many features and will enable Resist to do things that are not currently feasible.

Integration. The fact that the modules of this kind of package are built to work with one another results in a wide variety of benefits.

Single input, multiple output. Should Resist choose a full or nearly full implementation of one of these package, any effort expended on setup or data input will be available for use for multiple purposes (donor communications, activist alerts, fundraising, etc.). (Note that if Resist starts with an email list management module only, this may not be the case: it will not necessarily be possible to associate the list of email addresses with the membership database when it is created later.)

Feature growth. Packages such as these are actively maintained by their vendors. Customers can expect these packages to be enhanced with new features on a fairly regular basis. In most cases the new features are available to existing customers at no charge beyond the regular software maintenance fees.

Disadvantages

Cost. These packages generally have high dollar cost.

Startup: configuration and training . Packages with many features are necessarily

complex. Resist staff and volunteers will need to be trained in the package's use. There will be significant time and effort needed on the part of Resist staff in importing data and configuring the various modules.

Ongoing cost. There is usually an annual maintenance and support fee charged by the vendor. Such fees are not optional, because it is unwise to have an organization's day-to-day operation dependent on software like this without access to support.

Skillset scarcity. While vendors of these packages generally claim that the software is "intuitive" and requires no technical skills, any package of this size and complexity requires user training (for the person working to accomplish a particular task) and user-administrator training (for the person at the customer organization responsible for creating users, granting permissions, etc.). Should Resist have only one person trained in a given role, and should that person become unavailable for any reason, Resist may be unable to perform certain tasks.

Dependence on vendor support. If Resist has a support need that the vendor is unable or unwilling to meet, there is generally no alternate means of getting support. (A "support need" could come in the form of a bug, where the software does not perform a given operation as it should, or in the form of an unanticipated need, where Resist wishes to perform a certain new operation and needs the vendor's help in doing so.) It is possible for Resist to be unable to perform certain essential business processes for as long as this situation persists.

Dependence on vendor viability. Because all these packages are proprietary (not Open Source), if for any reason the vendor goes out of business and the software is not acquired by a successor entity committed to supporting that software, Resist could find itself faced with the need to migrate all package-supported functions to different software. In general, if this occurs, a competitive company acquires the customer list of the expiring company, and then makes an effort to assist those customers in migrating to its software. So some assistance might be available. Nonetheless, this would be a very difficult situation.

Package-feature dependence. It is generally the case that once an organization has selected a comprehensive package solution such as those being discussed, the features of the package become the capabilities of the organization. That is, although it is always theoretically possible to add external systems that do things the package is not capable of, it is generally not feasible to do so for political and cost reasons. So "the system" in some cases comes to constrain the organization's vision of what is possible.

Nonprofit-Targeted Software Package Vendors

GetActive

Company home page:

http://www.getactive.com/

Products and services overview:

http://www.getactive.com/products__services/

Name of NTSP is "GetActive Suite." The "products/services" home page above serves as the home page for GetActive Suite.

The email list module of GetActive Suite is " GetActive's Email Messaging module." Its home page is:

http://www.getactive.com/products__services/page.jsp?itemID=27000403

Verve Internet Solutions

Company home page:

http://www.verveinternet.com/

Products and services overview:

http://www.verveinternet.com/products_services/

Name of NTSP is "VerveSuite." VerveSuite home page:

http://vervesuite.com/index.htm

Name of email list module is "VerveMail." VerveMail home page:

http://vervesuite.com/v_vervemail/

Found via search on techfinder.com (a service of techsoup.com).

Option 4: Home Brew Solution

In-house efforts use software such as Mailman, listserv, or majordomo to administer the lists, and all processes related to the lists occur on home-domain computers.

Advantages

Control. This kind of solution offers the greatest flexibility in customizing the system and integrating it with Resist's other systems (e.g., donor database).

Privacy. Subscribers' addresses are never given to a third party.

Branding. Subscribers see only the resistinc.org domain when signing up, managing their subscriptions, or receiving email.

Disadvantages

Expertise. Large requirements for in-house expertise and time. Email list software is moderately complex; Resist would need help installing, configuring and maintaining it.

Server load. For a list the size of the Newsletter announcement list (at least 6000 addresses), the server load will be fairly significant when it comes time to send mail to the list. Resist would have to acquire and maintain sufficient capacity for this peak load even though Resist would only be using this capacity infrequently.

> Note: an alternative to building up capacity is "squashing down" peak demand. This might be done, for example, by spreading the sending of messages to the list over some hours or days. By taking this approach arrangements could probably be made to process the Newsletter announcement list with Resist's current Internet account or a slightly upgraded one. However, such arrangements would require a moderately high degree of tweaking, some technical skill. Also, this solution would not work for a discussion list.

Risk. Any problems with the list or its management would need to be solved with in-house expertise, or by hiring an expert ad-hoc. A wide variety of potential problems exist, and "firefighting" is expensive in the absence of an existing relationship with an expert.

If the solution involves setting up and running a mail server, one risk (a worst-case scenario) is that the mail server would be compromised ("hacked") and used for spam. This could cause resistinc.org to be put one one or more Internet "black lists," which are used by many ISPs in deciding what incoming emails to reject as spam. Thus Resist could find itself having *all* of its outgoing email rejected by many ISPs for a period of time.

Email List Management Software (Open Source)

Mailman

Home page:

http://mailman.sourceforge.net/

A Mailman administrator's tutorial

http://www.rose-hulman.edu/TSC/services/mailman/list_maintenance/

majordomo

Home page:

http://www.greatcircle.com/majordomo/

ecartis

Home page:

http://www.ecartis.org/

Email List Management Software (Commercial)

listserv

Home page:

http://www.lsoft.com/default.asp

Appendix A: List of Features and Benefit

This appendix provides a list of features and benefits collected from web pages and marketing material for some of the products listed in this document. This list is intended to provide an overview of the application domain; not every feature or benefit makes sense in the context of every solution. This list will provide talking points for the Communications Committee and will assist in completing "Appendix B: Checklist for Evaluating Potential Solution."

Basic Account Features
Monthly fee
Maximum users per account
Maximum lists per account
Included email deliveries per month
Email overage charges
Included names in customer database
Charge per extra name

Lead Capture and Data Import
Vendor-hosted or self-hosted custom forms and landing pages
Custom branding on forms and landing pages
Bulk import of subscribers, including demographics
Vendor-assisted list import
Create extensible and customizable subscriber profiles
Use Vendor's lead generation program to build database
Forward to a friend

Campaign Creation
Custom HTML messages
Ready-to-use graphical message templates
Email merge - personalization
Custom branding on campaigns

Marketing Automation
Trigger-based email responses to forms and signup
Trigger-based email responses opens and clicks
Serialized follow-up messages
Route new leads to sales people or fulfillment

Database Marketing
Scheduling of campaigns
Target campaigns according to customer profile and behavior
Opt-in confirmation reminders
Update and extend customer profiles with forms and tracking
Campaign archival

Administration
Bounce management
Never-Mail lists of excluded subscribers

Easy list export
Database security
Reply and Unsubscribe handling
Synchronization with external or proprietary databases

Reporting and Analytics
Detailed real-time reporting
List and campaign performance reports
Individual customer tracking reports, including opens and clicks
Export detailed reports
Vendor-assisted export

Customer Service and Support
No installation
Free self-setup
Vendor-assisted set-up
Email support
Phone support
Dedicated account representative
Training
Best practice workshops
Online help
24x7 access to fully-hosted application
Dedicated ISP relations

Benefits

Improve Relevance of emails by delivering personalized and targeted messages that include database-driven content

Optimize Media by using both HTML and plain text email messages

Increase Speed of message delivery with our reliable infrastructure

Increase Deliverability Rates of messages by following our guidelines for best practices and benefiting from our "whitelist" status with Internet Service Providers

Experience Significant List Growth through viral marketing

Improve Effectiveness of Campaigns by testing multiple messages, analyzing results and segmenting lists according to constituent preferences and past participation

Features

Intuitive design interface - non-technical staff can create professional, email messages using wizards, templates, and an HTML editor

Automatic formatting - recipients can set preferences for email format, and our system can auto-detect ability to receive HTML email and send message as plain text if necessary

List segmentation - define groups and target messages based on member attributes, participation, or other criteria you define; target future campaigns according to results

Flexible delivery options - deliver messages at a specified time to any group or subset of members

Tell-a-Friend - allow members to recruit friends or colleagues by sharing your communications with their contacts

Comprehensive analytics - monitor open rates, click-through tracking of links in messages, and Tell-a-Friend data with real-time individual and summary reports

Appendix B: Checklist for Evaluating Potential Solution

This section records criteria that we wish to consider in evaluating potential solutions. We begin with checklist items that apply to any solution and follow with sections devoted to items that are applicable only to particular types of solutions.

General items

These items apply to any solution

1. Can list be set up so that subscribers do not see each others' addresses?
2. Does the solution assure that the distribution list does not appear in the outgoing email?
3. Can HTML-format emails be sent to the list?
4. Does the software provide support for producing a plain-text version of an HTML email?
5. How does the solution support subscriber choice for HTML vs. plain-text email?
6. Are list archives available? How?
7. Is it easy to bulk-import an initial list of email addresses?
8.

FELS/CELS Specific Items

1. Does the solution require the subscriber to create an account? If so, for what functions?

Recommendations re: E-Newsletter and NAL
From Robert Morrison, 8/25/2004

Hi Carol:

Here are my recommendations on the subject of the E-Newsletter, the announcement list, and related issues.

First, as to the options in the NAL implementation report, my only recommendation is to avoid option 4 (the "home brew" option). In fact, my main reason for including it in the report was to state the disadvantages.

This leaves two main choices: a FELS/CELS or the NTSP.

I don't think I can say anything about the choice between a free or a commercial email list service; they will both get the job done. It comes down to a trade off between ads on the list and money, and that's a very "personal" choice. From the point of view of one subscriber, it would not bother me at all to see a Resist announcement arrive with an ad.

I think the NTSP could be the right way to go for Resist, but obviously it's a "life choice" kind of thing: that kind of package will have a tremendous impact on how you do your work. If you want to get the E-Newsletter and the NAL going in the next couple of months, I don't think a NTSP will do it; choosing a package will take longer than that.

Here's what I think about the format for the NAL email:

-- Use plain text

-- Include a link to Resist's home page

-- Include a listing of article titles only

-- I don't see a need for article abstracts

-- Once the orphan page problem is solved, add links to the individual articles (if possible).

-- Maybe: a 'featured resource' blurb at the top or the bottom that points to one external resource. (It could also feature a Resist resource once we have the orphan pages problem resolved.) The text shouldn't run more than two to three lines, though.

-- It is essential to include unsubscribe instructions; either a link to a page or an email address that can be used to unsub.

About the format for the E-Newsletter on the website: whether you choose HTML or PDF, I hope that we will continue to have the ability to link to download or individual

articles. I think this greatly increases the chances of articles being recirculated; a subscriber or down-line reader is more likely to forward (and the recipient more likely to read) a topically-titled article than an entire newsletter issue.

In your June 22 memo, it looks like plans to eliminate the envelope for the printed Newsletter also mean that the pledge letter may eliminated. If that is so, I personally will miss it. In particular I'll miss the list of grantees. If the pledge letter is going away, is there any chance we can replace it with a regular newsletter feature that lists the grantees since the last newsletter?

On the orphan pages problem: since it does not stand in the way of getting the E-Newsletter or the NAL going, it is not essential to fix it right away.

Longer term, it would be great to get it fixed; I'm sure you want to email internal links sometimes. But since fixing it involves editing every page, and since we're already considering an overall site redesign, we should probably discuss those two things together. And that's another email :)

I do have some recommendations as to process:

-- Use the report as a working document;

-- Keep adding to lists of 'advantages' and 'disadvantages' for each option.

-- Add vendors as they are considered; keep notes about each vendor.

-- Use experiences to update the evaluation checklist in Appendix B; maybe replace Appendix A with something more organized and focused.

-- When considering an option, go over the list of disadvantages point by point and consider if and how each disadvantage can be ameliorated.

-- Once the Committee chooses an implementation option, begin a research/evaluation period. Have Committee members investigate at least three vendors and meet to discuss and compare.

And finally a couple of recommendations for further follow up regardless of the choice of implementation for the NAL:

-- Have some Committee members get some experience with a FELS. These lists are easy to set up and are really handy for ad-hoc stuff.

-- Have someone set up a couple of test lists and have everyone on the Committee sign up.

-- There should be at least 2 administrators (moderators); at least some list members should be ordinary users.
-- Try at least one announce-style list and one discuss-style list.

-- One or more Committee members should begin to educate themselves on the NTSP vendors. If Resist is going to do "more and better" on the web, it is likely that one of these packages will provide the best tools to do so. Even if a NTSP is not chosen, considering their offerings will enrich the discussion.

Hope this helps.

Robert

Memo from Robert Morrison re: web site issues that need to be addressed before an e-Newsletter is created.

Hi Carol:

Please read the "E-Newsletter Issues" memo before you read this; that memo provides background and context.

First: though I'm sure you are familiar with this, here is a demonstration of the problem. Let's say I want to send you a link to the index page for the current issue of the newsletter.

Here it is: http://www.resistinc.org/newsletter/issues/2004/05/index.html

If you click on that link, you see the newsletter page without the navigation bar on the left; this is an "orphan page." This problem is inherent in frames-based design.

Over the years I have heard about various solutions to this problem. I spent some time yesterday looking for these solutions, and I have set up a demonstration of the best one that I was able to find so far. Let's refer to this as the "tedster" solution (after the online name of the person who provided it).

The tedster solution has two parts: one new page on Resist's site, and a small bit of code added to every page on the website. I copied the Newsletter index page above and added the tedster solution code.
Here is a link to the modified page:
http://www.resistinc.org/newsletter/issues/2004/05/index2.html

Voila! We have the page in its frame. But ... there are issues.

1: Note the URL that you end up with:
http://www.resistinc.org/enframe.html?http://www.resistinc.org/newsletter/issues/2004/05/index2.html

2: If you click on a link in the navigation bar, the link target opens in a new window ... as an orphan page. (Links that are on the page in the right-side frame open as expected, in that frame.)

Now I don't think that the first issue is a killer; Resist (and readers) might be able to live with an ugly URL if it worked. But the second issue looks to me like a deal breaker. I just don't see how we can send users to a page whose navigation bar is broken.

I'm currently investigating to see if there is a way to enhance the tedster solution in a way that resolves one or both of these issues without creating new ones.

There is a third issue that I sort of glossed over above: the tedster solution requires editing every page on the website. If we are going to make the effort to edit every page, I think a better use of that investment would be to remove the frames implementation entirely. This would also eliminate the orphan pages problem entirely.

What will we lose if we eliminate frames? Well, first of all we may lose the "feature" that caused us to use frames in the first place: with frames, if you scroll down a page that is taller than your browser window, the navigation bar stays in place (as opposed to scrolling off the top of your browser window with the rest of the page). There was no way to implement that behavior at the time we were building the site without using frames. Now, though, there is a technology called "CSS" (Cascading Style Sheets) that is widely implemented in browsers. We _might_ be able to get the same behavior with the use of CSS. There is no "orphan pages" problem with CSS. The problems that arise with CSS are related to the fact that not all browsers deal with CSS correctly (or even in the same way). In the worst case, we won't be able to come up with CSS that does what we want it to in every browser. If that happens, we may have to give up this feature and let the navbar ride. For most users, this is not an inconvenience.

A second benefit of frames that we might lose is a bit of a bandwidth benefit. The navbar frame content only needs to be downloaded once; from then on, browsers only download the content of the right-hand frame as users move from page to page. If we use a CSS solution, we can get an almost equivalent benefit, but it's not quite as efficient. If we take a brain-dead approach and add the full navigation bar code to every page, we will increase our overall bandwidth use, but even then, given the size of the navbar code, I don't think it would be by an unacceptable amount.

Robert

October 2004
Grant Committee
Screening List

1. Athens Votes **$3,000**
276 Highland Avenue, Athens, OH 45701 Debbie Schmieding 740/592-5983
Funding for the Rally for Children Left Behind, which will educate the public about the problems with the No Child Left Behind Act and the under-funding of education.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
No plans for follow-up after the rally. Good collaborations in the state (Code Pink, ACORN, Appalachian Peace and Justice Coalition). This seems to be one step in building a larger alliance. Diversity chart numbers are off. Very big expectations for rally, whose theme is pretty mainstream.

2. Black Warrior Riverkeeper **$3,000**
P.O. Box 59684, Birmingham, AL 59684 David Whiteside 205/967-0801
Funding to pay for 150 membership dues in order to expand group to include more low-income, minority citizens who live in targeted toxic areas.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Single-issue. Partial answer to q. 11 shows no broader analysis across issues. Project is a problematic way of achieving diversity, although they are clearly trying to the tackle problem. Actual work seems mostly legal/lawsuit related.

3. Boston Student Labor Action Project (SLAP) **$3,000**
c/o Mass. Jobs with Justice, 3353 Washington St., Boston, MA 02130 Tiffany Skogstrom 617/524-8778
Funding for a youth organizer who will run student trainings, raise student activism and solidarity with local labor struggles, and recruit youth to participate in the Jobs with Justice Solidarity School.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Not clear if SLAP is a project of Jobs with Justice or separate. Seems designed to recruit for JwJ. No board. No staff. No information on membership, youth involvement, or collaborations. No diversity chart. Unclear how this group overcomes the problem of student turnover and inconsistent involvement. Details of salary breakdown lacking for project plans. Big plans for a part-time student worker, and they don't even know for how many semesters this project will run.

4. Center for Justice, Peace, and Environment **$3,000**
P.O. Box 400, Fort Collins, CO 80522 Cheryl Distaso 970/419-8944
Funding for general support for community based organization working for social change in Northern Colorado.

Decision: Leave In ___x___ No _____ Undecided _____
Comments:
Poor application, but former grantee with good references last year.

5. Central Pennsylvanians to Abolish the Death Penalty **$3,000**
315 Pfeffer Street, Harrisburg, PA 17102 Daniel Flaumenhaft 717/232-1943
Funding for full-time staff member to expand organizing capacity of group which opposes the death penalty and seeks a gubernatorial moratorium on executions.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Better project and plans this time, but group is still small, white. Not organizing across issues (with no plans to in the near future). No positions on many issues.

6. Communities United for Action, Power & Justice **$3,000**
9 Gammon Avenue, Atlanta, GA 30315 Dan Horowitz de Garcia 404/455-6812
Funding for Operation Open Book, a four-month statewide campaign that seeks to remove the "state secret" status of parole files.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Not off the ground until October. Money is for travel. Prison & Jail Project not mentioned as an ally. Goals unclear. No local references although a collaboration of local groups founded the project. Expect $50,000 from foundations- almost none of which has been

7. Cursor, Inc. **$3,000**
420 North 5th Street #707, Minneapolis, MN 55401 Rob Levine 612/332-8414
Funding for general support for organization that seeks to fight the Right by offering alternative media coverage through two websites.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
Vague answers to question 11. Didn't answer question 9 re: diversity. Not organizing- not clear will lead to organizing. No follow up with web visitors.

8. Femina Potens **$3,000**
465 Van Ness, San Francisco, CA 94103 Tina Butcher 415/861-2240
Funding for general support for group dedicated to promoting and educating women, gender queer, and transgendered artists and youth.

Decision: Leave In _____ No ___x___ Undecided _____
Comments:
No organizing. Workshops more about empowerment than a political vision. No broader analysis

9. Mujeres Luchadoras Progresistas **$3,000**
300 Young Street, Woodburn, OR 97071 Cassandra Ogren 503/982-0243
Funding for general support for organization of Latina farm workers that seek to promote self-sufficiency and economic development through production of Christmas wreaths and other projects.

Decision: Leave In _____ No _____ Undecided _____
Comments:
Not organizing. Not clear how this is used as a vehicle for change. No details on what or how political training or education occurs.

10. Partners for Peace **$3,000**

1250 4th Street, SW, Suite WG-1, Washington, DC 20024 Susanne Waldorf 202/863-2951

Funding for general support for organization that promotes a just peace between Palestine and Israel by educating U.S. residents about Palestinian and Israeli non-violent peace movements.

Decision: Leave In _____ No _____ Undecided _____

Comments:

2004 budget at $155,000 is over cap. No specifics on collaborations. Not diverse.

11. Proyecto Common Touch **$3,000**

935 39th Avenue, Oakland, CA 94601 Tommy Escarcega 510/409-1662

Funding for general support for organization that seeks to educate female parolees on the parole process, involve defense attorneys in helping parolees access better representation, and involve female prisoners in changing policy.

Decision: Leave In ___x___ No _____ Undecided _____

Comments:

Do significant reference checking. Could be a group or one-person show.

12. Rhizome Collective **$3,000**

300 Allen Street, Austin, TX 78702 Stacy Pettigrew 512/385-3695

Funding for video equipment which will be used to show educational films at community events.

Decision: Leave In _____ No _____ Undecided _____

Comments:

Not organizing

13. South Carolina United Action **$3,000**

P.O. Box 2786, Orangeburg, SC 29116 Corry Stevenson 843/393-9097

Funding for strategic planning project for organization that works on various social justice projects throughout the state.

Decision: Leave In _____ No _____ Undecided _____

Comments:

Proposal does not provide much detail on their work. Lack of information a problem with previous proposal. Talk about building a progressive network in South Carolina, but do not mention South Carolina Progressive Network (a Resist grantee)

14. Twin Cities Green Guide **$3,000**

Hillel Center, 1521 University Avenue SE, Minneapolis, MN 55414 Ami Voeltz 612/730-1539

Funding to print the Twin Cities Green Guide, an educational and consumer guide which promotes environmentally responsible practices.

Decision: Leave In _____ No _____ Undecided _____

Comments:

No organizing. No follow-up after distribution. Rejected for same project in 2001. Project $80,000 deficit over 2 years with no plan to get out of debt.

Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/04-10/31/04):

Big Picture:
(refer to Balance Sheet- A)

Assets:

Current total assets are approximately $89,000 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	$5,000
FY04 income is down approximately	$64,000
Fundraising Costs are down approximately	($10,000)
Newsletter costs are down approximately	($ 3,500)
Misc. costs are down approximately	($ 4,500)
Board expenses are down approximately	($ 2,800)

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

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

Revenue:

2004 Y-T-D revenue is *down about $64,000* in comparison to Y-T-D budget figures ($357,578 v $421,658). This difference in relation to the budget is made up of the following factors:

- **Internal Mailing Contributions** are down:	
- **Pledge Income** is up	$7,000
- **Newsletter Income** is down	($15,200)
- **ABC Income** is down	($3,100)
	($11,300)
- **Prospect Income** is down	**($15,000)**
- **Special Contributions** are down	
Foundation contributions, are down about	($36,000)
Unsolicited Contributions are down	($1,500)
Stock Contributions are down about	($4,700)
	($42,200)
- **Other Revenue** is up	**$ 800**
- **Unrealized Gain (loss)** is up	**$ 3,900**

Losses: Total:	**($75,500)**
Gains: Total:	**$11,700**

Expenses:

Total expenses 2004 Y-T-D are about $9,900 under budget.

Over-budget amount: **$9,800**

- **General and Administrative**	$1,300
- **Grants**	$5,000
- **Personnel/Health Insurance**	$2,600
- **Prospect Mailing**	$ 700
- **Grant Program**	$ 200

Under-budget amount: **($19,800)**

Internal Mailing Costs are $6,900 under budget because:

- **Pledge costs**	($1,700)
- **ABC costs**	($5,200)
- **Misc. expenses**	($4,300)
- **Board expenses**	($2,800)
- **Other Fundraising Costs**	($2,200)
- **Newsletter Costs**	($3,600)

The combined $64,000 loss in income and the $9,900 decrease in expenses result in the $54,200 negative difference in net income between 2004 Y-T-D actual and the FY04 Y-T-D Budget.

Balance Sheet - October 31, 2004

A

	Oct 31, 04	Oct 31, 03
ASSETS		
Current Assets		
Checking/Savings		
10100 · Wainwright Bank Checking	955.34	(928.63)
10200 · Petty cash	50.00	50.00
Total Checking/Savings	1,005.34	(878.63)
Other Current Assets		
13000 · Investments	160,919.96	252,553.91
1410 · Inventory T-shirts	666.96	1,754.75
1450 · Prepaid expenses	5,630.17	3,353.99
Total Other Current Assets	167,217.09	257,662.65
Total Current Assets	168,222.43	256,784.02
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	10,651.98	11,254.59
Other Assets		
1460 · Deposits	2,230.00	2,230.00
Total Other Assets	2,230.00	2,230.00
TOTAL ASSETS	**181,104.41**	**270,268.61**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2010 · Accounts payable	3,103.61	9,034.50
2020 · Grants payable	57,000.00	57,000.00
Total Accounts Payable	60,103.61	66,034.50
Other Current Liabilities		
2100 · Payroll Liabilities	4,828.26	4,036.23
2130 · Accrued payroll and taxes	16,700.67	12,806.21
29000 · Security deposits held	1,750.00	1,500.00
Total Other Current Liabilities	23,278.93	18,342.44
Total Current Liabilities	83,382.54	84,376.94
Total Liabilities	83,382.54	84,376.94
Equity		
Fund balance general	301,176.21	334,558.11
3001 · Opening Bal Equity	8,577.00	14,108.92
Net Income	(212,031.34)	(162,775.36)
Total Equity	97,721.87	185,891.67
TOTAL LIABILITIES & EQUITY	**181,104.41**	**270,268.61**

RESIST, INC.
Profit & Loss Budget vs. Actual
January through October 2004

B

	Actual	Budget		Annual
	Jan - Oct 04	Jan - Oct 04	$ Over Budget	Budget
Ordinary Income/Expense				
Income				
30000 · Internal Mailings	218,270.51	229,513.00	(11,242.49)	365,000.00
30900 · Prospecting	15,192.57	30,192.00	(14,999.43)	48,000.00
31000 · Other Revenue	1,967.86	1,181.00	786.86	1,850.00
32300 · Special contributions	116,234.58	158,917.00	(42,682.42)	252,650.00
35000 · Investment Income	2,004.79	1,603.00	401.79	2,300.00
38200 · Unrealized gain (loss)	3,875.23			
39000 · Miscellaneous revenue	32.00	252.00	(220.00)	400.00
Total Income	357,577.54	421,658.00	(64,080.46)	670,200.00
Expense				
41000 · Internal Mailing Costs	9,221.31	16,166.00	(6,944.69)	19,400.00
47000 · Prospecting Mailing Costs	41,743.70	41,084.00	659.70	49,300.00
49000 · Other Fundraising Costs	670.88	2,853.00	(2,182.12)	3,420.00
49500 · Grant	264,984.65	259,960.00	5,024.65	305,000.00
49600 · Grants Program	2,643.21	2,417.00	226.21	2,900.00
49800 · Newsletter Costs	38,035.16	41,625.00	(3,589.84)	49,950.00
49900 · Website & Internet	907.86	834.00	73.86	1,000.00
51000 · Personnel	149,795.50	146,867.00	2,928.50	176,240.00
52000 · General and Administrative	55,019.55	53,543.72	1,475.83	64,234.00
59500 · Misc expenses	1,898.46	6,495.50	(4,597.04)	7,800.00
65000 · Board Expense	4,835.85	7,582.00	(2,746.15)	9,100.00
Total Expense	569,756.13	579,427.22	(9,671.09)	688,344.00
Net Ordinary Income	(212,178.59)	(157,769.22)	(54,409.37)	(18,144.00)
Other Income/Expense				
Other Expense				
99999 · Suspense	(150.00)			
Total Other Expense	(150.00)			
Net Other Income	150.00			
Net Income	**(212,028.59)**	**(157,769.22)**	**(54,259.37)**	**(18,144.00)**

Balance Sheet - October 31, 2004

	Oct 31, 04	Oct 31, 03
ASSETS		
Current Assets		
Checking/Savings		
10100 · Wainwright Bank Checking	955.34	(928.63)
10200 · Petty cash	50.00	50.00
Total Checking/Savings	1,005.34	(878.63)
Other Current Assets		
13000 · Investments		
13307 · 0307 Resist Endowment		
13494 · NB Socially Responsive	15,428.94	13,739.56
13498 · Calvert Social Investment	63,038.68	58,993.58
13499 · Schwab Endowment	2,063.13	2,059.88
Total 13307 · 0307 Resist Endowment	80,530.75	74,793.02
13308 · 0308 Operating Fund		
13199 · Cash & Money Market Funds	1,391.34	27,858.06
Total 13308 · 0308 Operating Fund	1,391.34	27,858.06
13309 · 0309 Loan Fund	14,134.89	14,065.14
13310 · 0310 Investment Fund		
13293 · Citizens Core Growth	7.98	4,785.39
13295 · Women's Equity Mutual Fund	18,105.99	31,244.68
13296 · Domini Social Equity Fund	55.39	12,033.26
13297 · Calvert Social Balanced	43.85	9,085.23
13298 · Calvert Social Investment Fund	16,702.99	15,711.52
13299 · Cash & Money Market Fund	2,173.51	36,515.33
14000 · Sun Microsystem Inc.	19.82	374.99
Total 13310 · 0310 Investment Fund	37,109.53	109,750.40
13311 · 0311 Holmes Memorial		
13696 · Domini Social Equity Fund	6,950.02	6,549.73
13699 · Cash & Money Market Funds	7,238.97	7,225.65
Total 13311 · 0311 Holmes Memorial	14,188.99	13,775.38
13313 · 0313 Cohen Memorial		
13501 · Cash & Money Market Funds	7.03	7.03
13596 · Domini Social Equity Fund	8,716.85	7,845.21
Total 13313 · 0313 Cohen Memorial	8,723.88	7,852.24
13346 · Calvert Social Inv Balanced	4,840.58	4,450.47
13700 · Morgan Stanley	0.00	9.20
Total 13000 · Investments	160,919.96	252,553.91
1410 · Inventory T-shirts	666.96	1,754.75
1450 · Prepaid expenses		
Liability Insurance	4,263.14	2,669.26
Other	133.42	1,728.64
Postage	1,090.83	(1,043.91)
Property Insurance	142.78	0.00
Total 1450 · Prepaid expenses	5,630.17	3,353.99
Total Other Current Assets	167,217.09	257,662.65
Total Current Assets	168,222.43	256,784.02
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	10,651.98	11,254.59
Other Assets		
1460 · Deposits	2,230.00	2,230.00
Total Other Assets	2,230.00	2,230.00
TOTAL ASSETS	**181,104.41**	**270,268.61**

Balance Sheet - October 31, 2004

LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2010 · Accounts payable	3,103.61	9,034.50
2020 · Grants payable	57,000.00	57,000.00
Total Accounts Payable	60,103.61	66,034.50
Other Current Liabilities		
2100 · Payroll Liabilities		
21030 · FICA withheld	1,427.56	951.40
21031 · Medicare withheld	(21.52)	0.00
21040 · Federal withholding	1,605.48	1,575.00
21050 · MA withholding	475.23	519.15
21070 · 403 (b) deferred comp	1,505.04	990.68
21071 · 403(b) defined	(166.28)	0.00
2100 · Payroll Liabilities - Other	2.75	0.00
Total 2100 · Payroll Liabilities	4,828.26	4,036.23
2130 · Accrued payroll and taxes		
403 (b) employer match	136.68	0.00
FICA ER	(93.06)	0.00
Medicare ER	(21.52)	0.00
21060 · MA unemployment	(27.65)	55.80
2120 · Accrued paid leave	16,706.22	12,750.41
Total 2130 · Accrued payroll and taxes	16,700.67	12,806.21
29000 · Security deposits held	1,750.00	1,500.00
Total Other Current Liabilities	23,278.93	18,342.44
Total Current Liabilities	83,382.54	84,376.94
Total Liabilities	83,382.54	84,376.94
Equity		
Fund balance general	301,176.21	334,558.11
3001 · Opening Bal Equity	8,577.00	14,108.92
Net Income	(212,031.34)	(162,775.36)
Total Equity	97,721.87	185,891.67
TOTAL LIABILITIES & EQUITY	**181,104.41**	**270,268.61**

RESIST, INC.
Profit & Loss Budget Performance
October 2004

	Oct 04	Budget	Jan - Oct 04	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
30000 · Internal Mailings					
30400 · Pledges	8,541.50	8,680.00	104,629.13	97,495.00	155,000.00
30500 · Newsletter	2,685.00	4,032.00	29,964.50	45,216.00	72,000.00
30600 · ABC/House mailings	6,723.00	7,728.00	83,676.88	86,802.00	138,000.00
Total 30000 · Internal Mailings	17,949.50	20,440.00	218,270.51	229,513.00	365,000.00
30900 · Prospecting	170.00	2,688.00	15,192.57	30,192.00	48,000.00
31000 · Other Revenue					
31020 · Fiscal sponsorship fees	0.00	11.00	168.81	126.00	200.00
32040 · List Sales - names in the news	0.00	28.00	0.00	315.00	500.00
32050 · List Sales - other	0.00		630.00		
32080 · Royalties	2.09	10.00	779.05	80.00	100.00
32090 · T-shirt sales	0.00	84.00	270.00	943.00	1,500.00
32091 · T-shirt expense	0.00	(25.00)	0.00	(283.00)	(450.00)
33040 · NWTRCC	0.00		95.00		
31000 · Other Revenue - Other	0.00		25.00		
Total 31000 · Other Revenue	2.09	108.00	1,967.86	1,181.00	1,850.00
32300 · Special contributions					
32330 · Foundations	4,593.51	5,992.00	30,984.14	67,303.00	107,000.00
32340 · Matching Grants	25.00		325.00		
32360 · Unsolicited	13,000.00	6,720.00	73,967.60	75,480.00	120,000.00
32390 · Stocks	0.00	1,400.00	10,957.84	15,725.00	25,000.00
32300 · Special contributions - Other	0.00	36.00	0.00	409.00	650.00
Total 32300 · Special contributions	17,618.51	14,148.00	116,234.58	158,917.00	252,650.00
35000 · Investment Income					
35010 · Bank Interest	2.88	84.00	80.90	943.00	1,500.00
35092 · Calvert Balanced	0.00	40.00	62.49	330.00	400.00
35096 · Domini Social Investment	0.00	35.00	60.09	330.00	400.00
35098 · Calvert Bond	130.08		1,626.15		
35099 · Schwab One Accounts	14.06		139.15		
35100 · Dividends and interest	0.00		36.01		
Total 35000 · Investment Income	147.02	159.00	2,004.79	1,603.00	2,300.00
38200 · Unrealized gain (loss)					
38293 · Citizens Index	0.00		(199.51)		
38295 · Womens Equity Fund	0.00		840.28		
38296 · Domini Social Investment	100.51		47.13		
38297 · Calvert Balanced	0.00		114.22		
38400 · Sun Microsystems	0.00		(6.30)		
38494 · Neuberger Berman	451.62		799.58		
38498 · Calvert Bond	192.27		2,279.83		
Total 38200 · Unrealized gain (loss)	744.40		3,875.23		
39000 · Miscellaneous revenue	0.00	22.00	32.00	252.00	400.00
Total Income	36,631.52	37,565.00	357,577.54	421,658.00	670,200.00
Expense					
41000 · Internal Mailing Costs					
41100 · Pledge program					
41101 · Printing	0.00	266.00	2,232.25	2,668.00	3,200.00
41102 · Postage	123.00	250.00	1,211.17	2,500.00	3,000.00

RESIST, INC.
Profit & Loss Budget Performance
October 2004

	Oct 04	Budget	Jan - Oct 04	YTD Budget	Annual Budget
41103 · Mailhouse	110.25	167.00	1,656.74	1,666.00	2,000.00
Total 41100 · Pledge program	233.25	683.00	5,100.16	6,834.00	8,200.00
44000 · ABC/House mailings					
44101 · Printing	0.00	334.00	1,846.54	3,332.00	4,000.00
44102 · Postage	0.00	350.00	1,334.61	3,500.00	4,200.00
44103 · Mailhouse	0.00	250.00	940.00	2,500.00	3,000.00
Total 44000 · ABC/House mailings	0.00	934.00	4,121.15	9,332.00	11,200.00
Total 41000 · Internal Mailing Costs	233.25	1,617.00	9,221.31	16,166.00	19,400.00
47000 · Prospecting Mailing Costs					
47101 · Printing	5,000.00	1,420.00	13,479.17	14,160.00	17,000.00
47102 · Postage	6,930.70	1,080.00	15,852.48	10,840.00	13,000.00
47103 · Mailhouse	0.00	517.00	2,722.05	5,166.00	6,200.00
47104 · Consultants	0.00	500.00	5,625.00	5,000.00	6,000.00
47105 · Photos and graphics	0.00	8.00	0.00	84.00	100.00
47107 · List rentals	0.00	583.00	4,065.00	5,834.00	7,000.00
Total 47000 · Prospecting Mailing Costs	11,930.70	4,108.00	41,743.70	41,084.00	49,300.00
49000 · Other Fundraising Costs					
49100 · Thank you cards					
49102 · Printing	0.00	16.00	290.00	168.00	200.00
49103 · Postage	0.00	75.00	284.34	750.00	900.00
49109 · Purchase	0.00	4.00	0.00	42.00	50.00
49100 · Thank you cards - Other	0.00		96.54		
Total 49100 · Thank you cards	0.00	95.00	670.88	960.00	1,150.00
49300 · Other					
49301 · Misc costs	0.00	166.00	0.00	1,668.00	2,000.00
49302 · Promo T-shirts	0.00	22.50	0.00	225.00	270.00
Total 49300 · Other	0.00	188.50	0.00	1,893.00	2,270.00
Total 49000 · Other Fundraising Costs	0.00	283.50	670.88	2,853.00	3,420.00
49500 · Grant					
49510 · Regular grants	29,500.00	51,920.00	207,984.65	202,960.00	236,000.00
49520 · Multi-year grants	12,000.00	12,000.00	51,000.00	54,000.00	66,000.00
49560 · Salzman grants	0.00		6,000.00	3,000.00	3,000.00
Total 49500 · Grant	41,500.00	63,920.00	264,984.65	259,960.00	305,000.00
49600 · Grants Program					
49610 · Library	0.00	8.00	0.00	84.00	100.00
49630 · Printing	75.00	29.00	593.04	292.00	350.00
49640 · Postage	11.00	55.00	1,583.59	541.00	650.00
49650 · Membership dues - organization	49.99	150.00	466.58	1,500.00	1,800.00
Total 49600 · Grants Program	135.99	242.00	2,643.21	2,417.00	2,900.00
49800 · Newsletter Costs					
49810 · Printing	1,580.00	2,083.00	20,880.31	20,834.00	25,000.00
49820 · Postage	813.00	1,167.00	8,787.40	11,666.00	14,000.00
49840 · Mailhouse	800.88	750.00	8,263.45	7,500.00	9,000.00
49850 · Consultants	0.00	100.00	104.00	1,000.00	1,200.00
49860 · Photos and graphics	0.00	62.50	0.00	625.00	750.00
Total 49800 · Newsletter Costs	3,193.88	4,162.50	38,035.16	41,625.00	49,950.00

RESIST, INC.
Profit & Loss Budget Performance
October 2004

	Oct 04	Budget	Jan - Oct 04	YTD Budget	Annual Budget
49900 · Website & Internet	233.67	83.00	907.86	834.00	1,000.00
51000 · Personnel					
51100 · Employee Salaries	10,933.55	11,525.00	113,360.61	115,257.00	138,308.00
51200 · Payroll taxes	844.37	1,000.00	9,560.65	10,000.00	12,000.00
51300 · Pension plan match	423.60	444.00	4,452.00	4,444.00	5,332.00
51400 · Health insurance	165.95	1,500.00	22,131.24	15,000.00	18,000.00
51500 · Workers compensation	0.00	50.00	291.00	500.00	600.00
51900 · Staff development	0.00	167.00	0.00	1,666.00	2,000.00
Total 51000 · Personnel	12,367.47	14,686.00	149,795.50	146,867.00	176,240.00
52000 · General and Administrative					
52010 · Supplies	179.43	183.00	2,554.24	1,834.00	2,200.00
52020 · Printing & copying	0.00	62.50	1,354.55	625.00	750.00
52040 · Books, subscriptions, reference	0.00	16.00	1,411.00	167.00	200.00
52045 · Dues and fees	15.00		290.00		
52050 · Telephone	222.00	250.00	2,667.43	2,500.00	3,000.00
52060 · Minor office equipment	0.00	292.00	1,286.25	2,916.00	3,500.00
52070 · Postage, shipping, delivery					
52072 · UPS	0.00	4.00	0.00	42.00	50.00
52074 · US Post Office	0.00	183.00	1,285.83	1,834.00	2,200.00
52075 · Postage due/BRE envelopes	(446.00)	208.00	1,480.44	2,084.00	2,500.00
52070 · Postage, shipping, delivery - Other	0.00		216.99		
Total 52070 · Postage, shipping, delivery	(446.00)	395.00	2,983.26	3,960.00	4,750.00
52100 · Professional Fees					
52120 · Temporary help	0.00	417.00	1,929.20	4,166.00	5,000.00
52130 · Accounting	0.00	833.00	13,400.00	8,334.00	10,000.00
52140 · Consultants	0.00	42.00	0.00	416.00	500.00
52170 · Brokerage fees	0.00		199.39		
Total 52100 · Professional Fees	0.00	1,292.00	15,528.59	12,916.00	15,500.00
52800 · Equip rental & maintenance	0.00		249.99		
57000 · Insurance					
57101 · Liability	63.10	63.00	1,357.30	631.00	757.00
57102 · Director and officers	185.42		1,854.16		
57103 · Computer	0.00	7.00	89.00	75.00	89.00
57104 · Property	47.58		428.22		
Total 57000 · Insurance	296.10	70.00	3,728.68	706.00	846.00
57500 · Advertising and Outreach					
Brochure	0.00	333.00	0.00	3,333.00	4,000.00
55101 · Advertising	0.00	167.00	1,510.00	1,666.00	2,000.00
Total 57500 · Advertising and Outreach	0.00	500.00	1,510.00	4,999.00	6,000.00
58000 · Occupancy expenses					
58010 · Rent	2,835.42	2,809.00	30,877.11	28,095.00	33,713.00
58020 · Repairs and maintenance	0.00	125.00	419.50	1,250.00	1,500.00
58030 · Utilities	0.00	292.00	2,011.35	2,916.00	3,500.00
58060 · Sub lease (rent)	(1,179.17)	(1,179.17)	(11,520.86)	(11,708.36)	(14,066.70)
58070 · Sub lease (utilities)	0.00	(113.19)	(871.28)	(1,131.92)	(1,358.30)
Total 58000 · Occupancy expenses	1,656.25	1,933.64	20,915.82	19,420.72	23,288.00
59000 · Travel & meetings expenses					
8310 · Conference,convention,meeting	0.00	100.00	0.00	1,000.00	1,200.00

RESIST, INC.
Profit & Loss Budget Performance
October 2004

	Oct 04	Budget	Jan - Oct 04	YTD Budget	Annual Budget
8330 · Meals, food	182.92		338.74		
8350 · Travel	0.00	250.00	201.00	2,500.00	3,000.00
Total 59000 · Travel & meetings expenses	182.92	350.00	539.74	3,500.00	4,200.00
Total 52000 · General and Administrative	2,105.70	5,344.14	55,019.55	53,543.72	64,234.00
59500 · Misc expenses					
8400 · Depreciation & amortization exp	0.00	458.00	0.00	4,584.00	5,500.00
8510 · Bank & credit card fees	139.77	167.00	1,472.33	1,666.00	2,000.00
8520 · Interest Expense					
8521 · Finance Charges	0.00		78.13		
8522 · Late Fees	0.00		73.00		
Total 8520 · Interest Expense	0.00		151.13		
8550 · Taxes	0.00		275.00		
8551 · Tax penalties and interest	0.00		0.00	37.50	50.00
59500 · Misc expenses - Other	0.00	21.00	0.00	208.00	250.00
Total 59500 · Misc expenses	139.77	646.00	1,898.46	6,495.50	7,800.00
65000 · Board Expense					
60100 · Copying	0.00	250.00	1,716.73	2,500.00	3,000.00
60200 · Postage	0.00	125.00	302.28	1,250.00	1,500.00
60300 · Travel	609.00	250.00	2,075.50	2,500.00	3,000.00
60400 · Food	17.99	125.00	679.58	1,250.00	1,500.00
60500 · Outreach	0.00	9.00	0.00	82.00	100.00
60600 · Other	0.00		61.76		
Total 65000 · Board Expense	626.99	759.00	4,835.85	7,582.00	9,100.00
6560 · Salaries and Wages	0.00		0.00		
Total Expense	72,467.42	95,851.14	569,756.13	579,427.22	688,344.00
Net Ordinary Income	(35,835.90)	(58,286.14)	(212,178.59)	(157,769.22)	(18,144.00)
Other Income/Expense					
Other Expense					
99999 · Suspense	0.00		(150.00)		
Total Other Expense	0.00		(150.00)		
Net Other Income	0.00		150.00		
Net Income	**(35,835.90)**	**(58,286.14)**	**(212,028.59)**	**(157,769.22)**	**(18,144.00)**

RESIST, INC.
Profit & Loss
October 2004

	Oct 04	Jan - Oct 04	Oct 03	Jan - Oct 03
Ordinary Income/Expense				
Income				
Internal Mailings				
Pledges	8,541.50	104,629.13	8,045.00	101,235.34
Newsletter	2,685.00	29,964.50	1,268.00	35,254.61
ABC/House mailings	6,723.00	83,676.88	4,469.50	93,822.77
Total · Internal Mailings	17,949.50	218,270.51	13,782.50	230,312.72
Prospecting	170.00	15,192.57	5,704.56	30,668.91
Other Revenue				
Fiscal sponsorship fees	0.00	168.81	135.00	295.70
List Sales - other	0.00	630.00	0.00	0.00
Royalties	2.09	779.05	232.43	239.29
T-shirt sales	0.00	270.00	376.00	1,640.00
NWTRCC	0.00	95.00	0.00	0.00
Other Revenue - Other	0.00	25.00	0.00	0.00
Total Other Revenue	2.09	1,967.86	743.43	2,174.99
Special contributions				
Foundations	4,593.51	30,984.14	10,708.26	31,543.29
Matching Grants	25.00	325.00	0.00	0.00
Unsolicited	13,000.00	73,967.60	4.00	88,037.07
Stocks	0.00	10,957.84	0.00	8,775.65
Total Special contributions	17,618.51	116,234.58	10,712.26	128,356.01
Investment Income				
Bank Interest	2.88	80.90	3.71	125.87
Calvert Balanced	0.00	62.49	0.00	92.60
Domini Social Investment	0.00	60.09	0.00	90.34
Calvert Bond	130.08	1,626.15	220.97	2,112.54
Schwab One Accounts	14.06	139.15	16.53	177.91
Dividends and interest	0.00	36.01	0.00	4.20
Total Investment Income	147.02	2,004.79	241.21	2,603.46
Unrealized gain (loss)				
Realized gain (loss)			0.00	1,912.34
Unrealized gain (loss)			4,021.55	17,097.33
Citizens Index	0.00	(199.51)	0.00	0.00
Womens Equity Fund	0.00	840.28	0.00	0.00
Domini Social Investment	100.51	47.13	0.00	0.00
Calvert Balanced	0.00	114.22	0.00	0.00
Sun Microsystems	0.00	(6.30)	0.00	0.00
Neuberger Berman	451.62	799.58	0.00	0.00
Calvert Bond	192.27	2,279.83	0.00	0.00
Total Unrealized gain (loss)	744.40	3,875.23	4,021.55	19,009.67
Miscellaneous revenue	0.00	32.00	0.00	109.70
Restricted Funds				500.00
Total Income	36,631.52	357,577.54	35,205.51	413,735.46

RESIST, INC.
Profit & Loss
October 2004

	Oct 04	Jan - Oct 04	Oct 03	Jan - Oct 03
Expense				
Internal Mailing Costs				
Pledge program				
Printing	0.00	2,232.25	506.80	3,364.77
Postage	123.00	1,211.17	157.97	1,737.33
Mailhouse	110.25	1,656.74	0.00	696.44
Total Pledge program	233.25	5,100.16	664.77	5,798.54
ABC/House mailings				
Printing	0.00	1,846.54	785.00	1,882.00
Postage	0.00	1,334.61	0.00	4,030.29
Mailhouse	0.00	940.00	0.00	1,131.10
Total ABC/House mailings	0.00	4,121.15	785.00	7,043.39
Total Internal Mailing Costs	233.25	9,221.31	1,449.77	12,841.93
Prospecting Mailing Costs				
Printing	5,000.00	13,479.17	0.00	13,470.27
Postage	6,930.70	15,852.48	207.88	12,786.95
Mailhouse	0.00	2,722.05	0.00	2,963.32
Consultants	0.00	5,625.00	0.00	6,626.70
List rentals	0.00	4,065.00	0.00	3,023.66
Total Prospecting Mailing Costs	11,930.70	41,743.70	207.88	38,870.90
Other Fundraising Costs				
Thank you cards				
Printing	0.00	290.00	0.00	160.00
Postage	0.00	284.34	52.91	1,070.10
Thank you cards - Other	0.00	96.54	0.00	0.00
Total Thank you cards	0.00	670.88	52.91	1,230.10
Misc Costs				13.65
Total Other Fundraising Costs	0.00	670.88	52.91	1,243.75
Grant				
Regular grants	29,500.00	207,984.65	56,300.00	233,400.00
Multi-year grants	12,000.00	51,000.00	9,000.00	39,000.00
Salzman grants	0.00	6,000.00	0.00	0.00
Total Grant	41,500.00	264,984.65	65,300.00	272,400.00
Grants Program				
Printing	75.00	593.04	0.00	227.50
Postage	11.00	1,583.59	20.99	550.94
Membership dues - organization	49.99	466.58	125.00	700.00
Supplies	0.00	0.00	0.00	300.00
Total Grants Program	135.99	2,643.21	145.99	1,778.44

RESIST, INC.
Profit & Loss
October 2004

	Oct 04	Jan - Oct 04	Oct 03	Jan - Oct 03
Newsletter Costs				
Printing	1,580.00	20,880.31	4,288.80	23,573.25
Postage	813.00	8,787.40	1,147.89	8,554.49
Mailhouse	800.88	8,263.45	0.00	5,501.26
Consultants	0.00	104.00	0.00	231.00
Photos and graphics	0.00	0.00	0.00	421.00
Total Newsletter Costs	3,193.88	38,035.16	5,436.69	38,281.00
Website & Internet	233.67	907.86	74.60	801.42
Personnel				
Employee Salaries	10,933.55	113,360.61	12,428.90	113,798.50
Payroll taxes	844.37	9,560.65	816.60	8,680.45
Pension plan match	423.60	4,452.00	286.92	3,534.99
Health insurance	165.95	22,131.24	1,850.74	19,494.41
Workers compensation	0.00	291.00	21.92	323.76
Staff development	0.00	0.00	1,170.00	1,970.00
Personnel - Other	0.00	0.00	376.75	1,240.25
Total Personnel	12,367.47	149,795.50	16,951.83	149,042.36
52000 · General and Administrative				
Supplies	179.43	2,554.24	323.89	2,774.24
Printing & copying	0.00	1,354.55	10.00	1,047.35
Books, subscriptions, reference	0.00	1,411.00	0.00	206.00
Dues and fees	15.00	290.00	0.00	0.00
Telephone	222.00	2,667.43	161.90	1,707.33
Minor office equipment	0.00	1,286.25	0.00	1,112.30
Postage, shipping, delivery				
US Post Office	0.00	1,285.83	195.56	1,259.02
Postage due/BRE envelopes	(446.00)	1,480.44	0.00	2,140.03
Postage, shipping, delivery - Other	0.00	216.99	0.00	0.00
Total Postage, shipping, delivery	(446.00)	2,983.26	195.56	3,399.05
Professional Fees				
Temporary help	0.00	1,929.20	0.00	0.00
Accounting	0.00	13,400.00	1,562.50	10,637.50
Consultants				3,744.25
Brokerage fees	0.00	199.39	0.00	351.31
Total Professional Fees	0.00	15,528.59	1,562.50	14,733.06
Equip rental & maintenance	0.00	249.99	0.00	1,200.00
Insurance				
Liability	63.10	1,357.30	144.12	1,583.59
Director and officers	185.42	1,854.16	185.42	185.42
Computer	0.00	89.00	0.00	86.66
Property	47.58	428.22	0.00	0.00
Total Insurance	296.10	3,728.68	329.54	1,855.67

RESIST, INC.
Profit & Loss
October 2004

	Oct 04	Jan - Oct 04	Oct 03	Jan - Oct 03
Advertising and Outreach				
Advertising	0.00	1,510.00	325.00	2,829.50
Total Advertising and Outreach	0.00	1,510.00	325.00	2,829.50
Occupancy expenses				
Rent	2,835.42	30,877.11	2,731.25	29,762.50
Repairs and maintenance	0.00	419.50	0.00	1,718.27
Utilities	0.00	2,011.35	347.14	2,538.81
Real estate taxes	0.00	0.00	0.00	1,065.38
Sub lease (rent)	(1,179.17)	(11,520.86)	(1,137.50)	(12,014.54)
Sub lease (utilities)	0.00	(871.28)	(464.41)	(1,178.46)
Total Occupancy expenses	1,656.25	20,915.82	1,476.48	21,891.96
Travel & meetings expenses				
Conferences, convention, meetingss			117.40	714.59
Meals, food	182.92	338.74	0.00	0.00
Travel	0.00	201.00	902.00	2,104.34
Total Travel & meetings expenses	182.92	539.74	1,019.40	2,818.93
Total General and Administrative	2,105.70	55,019.55	5,404.27	55,575.39
Misc expenses				
Bank & credit card fees	139.77	1,472.33	63.90	987.93
Interest Expense				
Finance Charges	0.00	78.13	0.00	0.00
Late Fees	0.00	73.00	0.00	0.00
Total Interest Expense	0.00	151.13	0.00	0.00
Taxes	0.00	275.00	15.00	30.00
Total Misc expenses	139.77	1,898.46	78.90	1,017.93
Board Expense				
Copying	0.00	1,716.73	40.00	2,307.13
Postage	0.00	302.28	0.00	888.35
Travel	609.00	2,075.50	126.00	1,138.85
Food	17.99	679.58	41.73	385.19
Other	0.00	61.76	0.00	275.00
Total Board Expense	626.99	4,835.85	207.73	4,994.52
Total Expense	72,467.42	569,756.13	95,310.57	576,847.64
Net Ordinary Income	(35,835.90)	(212,178.59)	(60,105.06)	(163,112.18)
Other Income/Expense				
Gain or loss on investments			0.00	(319.55)
Suspense	0.00	(150.00)	0.00	(17.27)
Total Other Expense	0.00	(150.00)	0.00	(336.82)
Net Other Income	0.00	150.00	0.00	336.82
	(35,835.90)	**(212,028.59)**	**(60,105.06)**	**(162,775.36)**