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Resist Steering Committee Meeting, April 6, 2008

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RESIST Board Meeting 4/6/08

Present:

Board Members: Nikhil Aziz, Robin Carton, Miabi Chatterji, Diana Digges, Kay Mathew, Yafreisy Mejia, Mark Miller, Jim O'Brien, Carmen Rau, Camilo Viveiros.

Non-Board Staff: Malika McCray, Christy Pardew.

10:05 am start: Jim does introductions and agenda review

Announcement: Christy is pregnant! And is due in August. Will work full-time this summer and then will take three months off. Will move up her newsletter deadlines to end of summer. Fall newsletter responsibilities still up in the air. Working with the staff.

Robin: Please note that Christy has been incredibly committed and great in working with everyone to make her leave smooth.

Report-back from Yafreisy and Robin on Boston Women's Fund Meeting. One of the oldest women's funds in the country; recently fired director amidst a great deal of controversy. How will this affect our relationship to them? Lots of funder allies as well as grantees will be affected by these changes. There were about 6 funders at the meeting and many founders. There will be a major meeting for allies on Tuesday night, where people will be airing their concerns and relating their critiques and hopes for how BWF might proceed.

We made a decision to discuss this instead of the afternoon political discussion.

Robin: Is this a trend – for Boards to fire heads and for progressive funds to move towards a more corporate model (such as in the way they treat their staff)?

There are 2 things asked of us from concerning folks at BWF:

-Attend the Tuesday meeting (Yafreisy and Robin will do)

-Potentially write/sign on to a letter with concerns as an ally. Are we willing to do this? The letter will relate concerns about the funding future. There is general consensus (no vote) that we should sign on to this letter if it happens.

Bigger, more liberal funds often want to absorb the smaller, more left funds – we need to acknowledge this trend.

Mark: We need some demands

Nikhil: Perhaps we need to demand more transparency

Yafreisy: Ally demands so far are: Board expansion (to include community members!) and a follow-up meeting.

Nikhil and Robin are going to the Rye Collaborative Meeting – for left-oriented public funds. The corporatization of progressive funds will hopefully be discussed at this meeting.

Approval of December and Jan minutes: unanimous

Grant Discussion (Robin taking minutes)

Reflection on Grants:

Mark: felt he talked too much

Nikhil: not too happy with this packet. Few 'hell yes's' if any

Mark: The process didn't feel too rushed

Robin: Good job, Carmen, on facilitating

Diana: hard to focus by end b/c our political discussion was early

Robin: The knowledge and investigation of proposals on the part of Board members was excellent.

Carmen: Maybe I have high expectations, but this is not encouraging. In Albany, nobody's speaking out about illegal raids, etc – there is a "loud silence." Our proposals echo that – where's the creativity? It's scary to see the narrowness of progressives' thinking right now.

Diana: It does feel like some groups are just stuck. But she still finds it exciting to read the packets.

Mark: Maybe we should make it clear that there are things we want to see from applicants

Kay: Perhaps we could put it out there: this is what we want to fund

Mark: Ads in progressive newspapers?

Robin: Listservs

Nikhil: A particular meeting/listserv called Gift

Diana: Alternet; we could profile grantees. We need to get the word out more

Carmen: It might just speak to the lack of organizing.

Kay: What's missing? We are missing Native American organizing, housing organizing... This is troubling

Carmen: LGBT organizing

Kay: We should identify specific areas that we want to see applicants come from. Use the groups we know to get to others. Question to staff: How is the recession going to affect us?

Robin: we'll talk during committee discussion

Committee Business: 1:42 pm – 2:30

Finance Committee:

Yafreisy and Robin reporting:

Income: Excellent. We did a major mailing in March. Numbers we see in the report in packet are through Feb, so #s aren't high yet. Latest mailing is doing overwhelmingly well. Rest of year is up in air, but so far so good.

Expenses: Generally on budget. High items: Accounting (audit took longer – it's more complex now), postage, personnel expenses (severance package for Carol and healthcare for new staff).

Katherine Brady has joined Finance Committee, an independent bookkeeper, at PRA, etc. That will be a help.

Meredith Smith is our new accountant. We were required to have a CPA or higher to do our books. Linda reviewed our work and decided there was no conflict of interest to hire Meredith – and Linda's a stickler. Our accounting fees will be 20% higher this year and in 2010 (higher standards), they'll go up again.

Robert Morrison estate: it's been in probate for over 2 years. We are still waiting for the \$30,000 and have mixed hopes.

The draft audit is available to peruse for anyone who would like to.

Fundraising:

Malika reporting:

Prospect mailings: 350-400 new donors! \$15,000 from acquisition mailings already! Good work.

Malika feels she's now really able to dig in, has ideas to expand major donor program, e-fundraising.

Committee just met, went well, great food.

How do we account for election year / recession?

We already accounted for it being an election year, budgeted for that. So far that hasn't affected us. We're watching it closely to adjust as we go.

Diana: in the past we've had discussions on board requirements for fundraising. There are many ways to help fundraising without directly giving money. Board members have asked how they can help. Committee has a survey about how board members want to help with fundraising. *Survey handed out and completed.*

Mark: Request: Can we have people's Committees listed next to their names on the Board information list? [Board members added this information to the current Board list]

Carmen offers to help with auctions in the future.

Communications:

Christy reporting:

They met recently; Next newsletter issue is going to be themed "Solidarity." Christy has just begun soliciting articles: **everyone please brainstorm and let her know your ideas.** October issue: Environment. November/Dec: Organizing success stories. Discussion ongoing for summer issues. Next issue going to mailhouse in next couple days.

Board R&R:

Carol, Robin, Cynthia, Malika, Catherine Joseph

Robin reporting: Jen and Melissa are officially Board members and will be starting in June. Melissa is at Boston Women's Fund and is thinking of moving. 2 additional people of color must come onto the Board before our next person (white) can join (Warren).

Review of policy: R&R committee went through all past decision-making of Board:

Our policy is looking forward – for bringing on new members, there needs to be 2 POC for every 1 person that comes on in a cohort. You do not count people who are currently on or have left the Board. Current cohort is Miabi, Melissa, and Jen. Committee doesn't recommend any changes at this time, but it has been decided in the past that at the end of every year, we should review the policy and decide whether or not we want to maintain it. In the December or Feb meeting of next year, we should review.

New recruiting idea: Angel Bermudez.

Melissa and Nikhil had some ideas as well and sent them to Robin.

Next meeting is set.

Mark: Suggestion: We have a Board retreat to discuss things like, "Are we really doing work? How do we measure that?"

Suggestion noted by R&R Committee.

Executive Committee:

Kay reporting:

Haven't met since last Board meeting. Commencing staff evaluations. 4 staffers, 4 committee members including a staffer. So they need a volunteer to help with evaluations: Diana volunteers. First step: forms will be emailed to E. Committee soon.

Malika and Christy have a 3-month evaluation and a 6-month one, and after the 6-month one, Board votes on whether or not they become permanent Board members (and at that point they can vote).

Grant Committee: did not meet

Political Discussion: Though we replaced it this time with a discussion of the Boston Women's Fund, Mark was going to lead a discussion about the political discussion: What do we want to get out of it?

General announcements / Networking updates:

Yafreisy and Robin went to the Common Vision Meeting.

Nikhil met a donor and grantee: Alan Paulson; possibly interested in underwriting something like the Hell Yes! grant. We should court him.

Peter Snoad: Used to be at Grassroots International. Mark is now going to be doing one of his plays in a theatre festival. Would he be interested in joining our Board? He'd have to wait for his own cohort after Warren's. We like him.

Great work! We adjourned early and look forward to seeing everyone again in June.

**April 2008
Grant Decisions**

Multi-Year

Renewals

1. 9 to 5 Atlanta **\$3,000**
501 Pulliam Street, SW, Suite 344, Atlanta, GA 30312 Coretta Brown 404/222-0001 www.atlanta9to5.org
Year two of multi-year general support to work for economic justice for women through advocacy, public education, leadership development, and direct action campaigns.

Decision: Full

2. ACT UP Philadelphia **\$3,000**
P.O. Box 22439 Middle City Station, Philadelphia, PA 19110 Jen Cohn 215/386-1981 www.critpath.org/actup
Year 3 of multi-year general support to fight the global AIDS crisis by addressing the basic health disparities and social injustices which perpetuate the epidemic at home and abroad.

Decision: Full

3. Oregon Toxics Alliance **\$3,000**
P.O. Box 1106, Eugene, OR 97440 Lisa Arkin 541/465-8860 www.oregontoxics.org
Year 2 of a multi-year grant to expose the root causes of toxic pollution and to help Oregon communities find solutions that protect human and environmental health.

Decision: Full

New

4. Citizens for Alternatives to Radioactive Dumping **\$2,000**
144 Harvard Street, SE, Albuquerque, NM 87106 Janet Greenwald 505/266-2663 www.cardnm.org/
Multi-year funding to educate and organize around issues of nuclear contamination and the impact of the nuclear industry in New Mexico.

Decision: Partial One Year

Comments:

One year only. For an organization started by Latinos, why are there so few Latino people involved? Where is their work going?

5. Embudo Valley Environmental Monitoring Group **\$3,000**
P.O. Box 291, Dixon, NM 87527 Sheri Kotowski 505/579-4076 serit@cybermesa.com
Funding to monitor the health effects of weapons research, development and production on communities downwind of Los Alamos National Laboratory.

Decision: Full

Comments:

Been consistently funded. Great references. People most affected by Los Alamos and nuclear waste in leadership. Becoming a model for other communities.

6. Food AND Medicine

\$3,000

20 Ivers Street, Brewer, ME 04412 Jack McKay 207/989-5860 www.foodandmedicine.org

Multi-year funding to raise community awareness of economic justice and to address the needs and concerns of laid-off and low-income workers.

Decision: Full One Year

Comments:

Space is not accessible, but they are working on it.

7. Manhattan Alliance for Peace and Justice Education Fund

\$1,500

P.O. Box 1561, Manhattan, KS 66505 Anne Cowan 785/537-2025 www.mapj.org

Multi-year general support for a broad-based social justice organization that links peace and economic justice issues.

Decision: Partial One Year

Comments:

One year only. Still worth funding since in Kansas.

8. Thin Air Community Radio

\$3,000

35 West Main Street, #340, Spokane, WA 99201 Lupito Flores 509/747-3807 www.kyrs.org

Multi-year funding to produce radio programming with a social justice focus that provides media access to un-served or under-served communities.

Decision: Full

Comments:

General Support

Community Organizing/ Anti-Racism

9. Manos Unidas

\$2,000

335 Fenn Street, Pittsfield, MA 01201 Anaelisa Vanegas 413/243-9121 www.unitedmanos.blogspot.com

Funding to work towards equality and justice for Latino, immigrant, youth and lower income community members in the region.

Decision: Partial

Comments:

They still appear to be at a community-building stage. No clear goals yet. Not clear if there is a collective process in decision-making. Pittsfield is a very isolated area with a newer Latino community. An important geographic area for support and organizing given anti-immigrant sentiment around the country. Are able to look at and include an analysis of sexual orientation in their work- which is not true in all Latino groups.

10. Proyecto Hondureño

Defer

201 Washington Avenue, Chelsea, MA 02150 Tito Meza 617/889-2841 Honduproject@yahoo.com

To empower Honduran immigrant communities to organize for more humane immigration policies and immigrant worker's rights.

Decision: Defer

Comments:

Unable to get in touch with references. Defer until June.

11. Worcester Immigrant Coalition**\$2,000**

4 King Street, Worcester, MA 01610 Ines Beron 508/755-4974 worcestercoalition@gmail.com

To organize and advocate for the rights of undocumented workers and immigrant families in Worcester.

Decision: Partial

Comments:

Contingent on additional references. Good application. Holding house meetings for undocumented workers which is a great strategy. Looking to cross racial barriers and dynamics. Good popular education plan.

Economic Justice**12. Arise for Social Justice****\$3,000**

P.O. Box 5423, Springfield, MA 01101 Liz Bewsee 413/734-4948 www.angelfire.com/ma4/arise/

Funding for an economic justice organization run by and for low-income people.

Decision: Full

Comments:

Environmental Justice**13. Sand Mountain Concerned Citizens****\$3,000**

P.O. Box 428, Ider, AL 35981 Wayne Cummins 256/657-6457 wcummins@farmerstel.com

To organize against the growth of the corporate swine industry in densely populated rural areas of Alabama and the surrounding states.

Decision: Full

Comments:

Suggest they come for a multi-year next year.

14. Student Environmental Action Coalition

2206 Washington Street, East, Charleston, WV 25311 Danny Chiotos 304/414-0143 www.seac.org

Funding for a youth-led organization that works to alter the relations of power while fighting for both environmental and social justice.

Decision: No

Comments:

They have been looking internally for a number of years. Not clear if they are actually doing anything.

GLBTQ Rights**15. Iowa Pride Network****\$2,000**

3839 Merle Hay Road, #285, Des Moines, IA 50301 Ryan Roemerman 515/243-1110 www.iowapridenetwork.org

Funding to empower students to fight homophobia and transphobia in high schools and colleges by providing leadership opportunities and organizing projects centered on social justice.

Decision: Partial

Comments:

While not the most sophisticated group- they are in Des Moines and seem to be effective in the community.

Health/AIDS/Disability Rights

16. Catalyst Project

522 Valencia St, #2, San Francisco, CA 94110 Betty Jeanne Rueters-Ward 415/235-1820 www.collectiveliberation.org
Funding for an accessibility grant to cover the cost of American Sign Language translation for a political education and movement building center that prioritizes anti-racist work with white sectors of the left and multiracial alliance building.

Decision: No

Comments:

They had been seeking an in-kind donation for this person.

17. Disabled in Action of Pennsylvania

\$2,000

714 Market Street, #205, Philadelphia, PA 19106 Nancy Salandra 215/627-7255 www.disabledinactionpa.org
Funding for an accessibility grant to provide sign language interpretation at ADAPT's 25th anniversary celebration of disability rights organizing in Washington DC.

Decision: Partial

Comments:

Contingent on clarification of budget- discrepancy between audited financial statements and budget worksheet.

18. MindFreedom International

\$1,500

454 Willamette, #216, Eugene, OR 97440-3484 Martin Rafferty 541-345-9106 www.mindfreedom.org
Funding to win human rights and alternatives for people labeled with psychiatric disabilities.

Decision: Partial

Comments:

Have been known to alienate their allies. However, make strategic alliance with elderly organizing groups and global connections. No information about whether make alliances with other radical health care groups in the area. While references are mixed- still seem to play a valuable role.

Peace/Anti-Militarism

19. Delaware County Wage Peace and Justice

\$1,000

P.O. Box 1791, Media, PA 19063 Terry Rumsey 610/891-8968 www.delcowagepeacejustice.org
Funding to address the root causes of terrorism and war, to advocate for an end to the Iraq War and to preserve civil liberties.

Decision: Partial

Comments:

Board members raised questions about the composition of the group in comparison to the area it is located in. Unclear where movement is going, but references are good. Take a chance.

20. Peace Action New York State

\$1,000

P.O. Box 600, JAF Station, New York, NY 10116 Melissa Van 212/870-2304 www.panys.org
To fund educational campaigns designed to make the connection between the government's weapons and war policies and their local effects.

Decision: Partial

Comments:

References are positive. Were in hiatus for a while and coming back. Take a chance and see if they are able to continue to diversify membership.

21. Veterans for Peace - Bangor**\$500**170 Bangor Street, Bangor, ME 04401 Al Larson 207/947-3513 www.mpjen.org/members

To utilize the personal experiences and perspectives of veterans to raise public awareness of the true costs and consequences of militarism and war; and to seek peaceful, effective alternatives.

Decision: Full

Comments:

Asked for a small amount- what they needed to do the work. Good reference.

22. Veterans for Peace - Madison**\$1,000**P.O. Box 1811, Madison, WI 53701 Paul McMahon 608/233-1997 www.madison.com/communities/madveteransforpeace/

To eliminate war as an acceptable component of foreign policy, resist military recruitment at the high school level and actively oppose the US war in Iraq.

Decision: Full

Comments:

Are doing counter-recruitment work and educating people on the broader costs of war. Actually can get into the schools. Include veterans from the Spanish Civil War through the Iraq War.

Prisoners Rights**23. Tamms Year Ten Campaign****\$2,500**2840 N. Francisco Avenue #3B, Chicago, IL 60618 Laurio Jo Reynolds 773/505-3896 www.yearten.wordpress.com

To publicize and protest the inhumane conditions at the Tamms Closed Maximum Security Prison.

Decision: Partial

Comments:

They make lots of public connections. Their work makes the conditions at Tamms explicit and conveys that to the public. They have a broad analysis and make the connections between war, race, economics and criminal justice.

Youth**24. 3rd Eye Youth Empowerment, Inc****\$3,000**48 Union Street, New Bedford, MA 02740 Ben Gilbarg 508/910-2260 www.3rdeyeunlimited.com

Funding for the development of youth leadership through mentoring, skill building, and organizing campaigns.

Decision: Full

Comments:

They do a range of media work and bring in 2,000 youth to their event. "Put Out the Word" has gone national. They use the venue of hip hop to spur activism.

25. Education for Liberation Network**\$1,500**316 Clinton Avenue, #B, Brooklyn, NY 11205 Tara Mack 917/754-2782 www.edliberation.org

Funding for a national collaboration of educators, community activists and researchers who are exploring the link between education, social justice and activism.

Decision: Partial

Comments:

Good historical sense. Strong youth involvement. Moved beyond "list-serv only" status. Answers to #11 need more work, but references indicate they have the analysis. Take a chance.

Emergency

26. Citizens for Alternatives to Radioactive Dumping

\$500

44 Harvard Street, SE, Albuquerque, NM 87106 Janet Greenwald 505/266-2663 www.cardnm.org/
Emergency funding to organize a demonstration in Carlsbad, New Mexico to oppose the disparate impact of transporting radioactive waste through sensitive environmental justice communities.

Decision: Full

27. Building Harmonies

\$500

P.O. Box 3227, Amherst, MA 01004-3227 Sharon Vardatira / Joshua Wolfsun 413/549-2736
Emergency funding for the Education, Not Discipline project to print a banned issue of a middle school newspaper that opposed the school systems Zero Tolerance Policy.

Decision: Full

Total Number of Grants:	17 general support grants; 8 multi-year grants; 2 emergency grants; 18 not on agenda
Total Amount Requested:	\$73,800
Total Allocation for Cycle:	\$40,800
Total Grants:	\$32,500 general support grants; \$15,000 multi-year grants; \$1,000 emergency grants
Total Allocated:	\$48,500
Total # of Grants Allocated:	17 general support grants; 5 multi-year grants; 2 emergency grants
Total # of Grants:	24

Not on the Agenda

1. Coalition to Protect Public Housing

984 N. Hudson, Chicago, IL 60610 Carol Steele 312/280-2298

Emergency funding to attend the National People's Action in Washington DC and bring local housing issues to the national level.

Reason: Not an emergency.

2. Colorado Committee on Africa and the Caribbean

5161 Thrill Place, Denver, CO 80207 Annette Walker 303/329-5881

Emergency funding to organize an activity for the representative of the International Criminal Court (The Hague, Netherlands) regarding the status of civil rights in the Sudan.

Reason: Not an emergency.

3. Colorado Street Medics

4070 South Carson Street, #204, Aurora, CO 80014 Zoe Williams 303/570-9362 zoethemedic@gmail.com

Funding for a group of emergency medical workers who provide assistance at demonstrations and other political events.

Reason: Mostly preparing for the Democratic National Convention- focusing on protester health and safety.

4. Communities, Homeowners, and Neighbors Gaining Economic Rights

55 West 125th Street 10th Floor, New York, NY 10027 Lionel Ouellette 212/348-5249 www.changernyc.org

Funding to end abusive mortgage lending practices in low and moderate income communities through education, organizing, and advocacy.

Reason: Single issue- do not seem to be making significant connections to other economic justice issues.

Collaboration are with traditional groups- no progressive groups (even those doing housing issues) are listed.

Political positions poorly defined. 2008 projected income is \$154,000. Not clear if this is a wish list.

5. Democratic National Convention - People's Law Project

P.O. Box 18768, Denver, CO 80218 Brian Vicente 720/280-4067 www.dnc-plp.org

Funding to defend the rights of social-justice protesters at the 2008 Democratic National Convention by providing legal rights trainings prior to, and having legal observers at, the convention

Reason: List connections to National Lawyer's Guild groups- but do not specify who are their other local collaborators. Have hired staff and are looking to raise \$70,000. No clear plan to raise funds. Poor details on diversity chart. Almost all white.

6. Energy Justice Network

1434 Elbridge Street, Philadelphia, PA 19149 Mike Ewall 215/743-4884 www.energyjustice.net

Funding to support communities affected by pollution and advocate for clean energy, zero-emission, and zero-waste standards.

Reason: Very small group - but claim to work in 36 states- how do they accomplish this? Claim that securing enough money is always a problem but haven't applied for a grant since 2005, and budgets are on the higher end. Talk about work in communities of color but is almost entirely a white organization. Financial plans do not make sense. Show a surplus of \$36,253 in 2007. Have a deficit of \$36,100 in 2008. No reserve for contingencies. Not clear on relationship to Action Center. Salary breakdowns unclear.

7. Florida School of Holistic Living

622 N. Thorton Avenue, Orlando, FL 32803 Emily Ruff 407/595-3731 www.holisticlivingschool.org

Funding to create sustainable communities through philosophy-in-practice educational experiences in the areas of natural health, spiritual arts and sustainable living.

Reason: Poor answers to #11- (e.g. community gardens are able to provide opportunities to historically unmet needs of low-income people and people of color). No organizing.

8. Food for the World, Inc

447 Essex Street, Suite 104, Lawrence, MA 01841 Nylsa Caraballo 978/683-9949
Funding for organization which runs a number of food pantries throughout the Merrimack Valley.

Reason: Not organizing; social service. Sparse answers to questions.

9. Food Not Bombs

P.O. Box 424, Arroyo Seco, NM 87514 Keith McHenry 575/776-3880 www.foodnotbombs.net
Funding for national coordinating office of organization which seeks to end war, poverty, and exploitation by sharing meals with the hungry and providing support for radical social justice movements.

Reason: Application alternates between describing the work of NM chapter and other chapters- in addition to international work. Menu Office Project is slightly confusing, but seems to do the organizing work of the group. Does support for organizing- but unclear where the real work of organizing comes in.

10. Men of All Colors Together - Philadelphia

P.O. Box 42257, Philadelphia, PA 19101 Aaron Libson 215/455-6038 www.mactphila.org

Reason: Funding to combat racism and homophobia within the glbtq community and the community at-large. No real organizing or broader vision.

11. Northeast Climate Confluence

P.O. Box 173, Turners Falls, MA 10376 Jessie Dowling 413/863-6383 www.climateconfluence.org
To fund a weeklong gathering of social and environmental justice activists to focus on the root causes of climate change.

Reason: Unclear how it persists and builds organizing upon itself year after year if each convergence is a stand-alone event. Are a number of groups involved that have applied for grants with RESIST and been rejected. Lots of jargon, but not a lot of concrete suggestions for action. Poor answers to #11. One shot deal- no clear on-going plans except for other conferences. No clear connections to scientists working on this issue.

12. Power to the People

c/o 1726-B 17th Avenue, North, Nashville, TN 37208 Lorenzo Ervin 615/418-3390

To organize historically oppressed classes to change the conditions which oppress them and be able to live their lives with dignity.

Reason: Applied for a multi-year- not eligible. Engage in "community storytelling" through a newspaper. References are not local organizers in Nashville. No real discussion of who they are collaborating with.

13. Project COPE

3529 Marcus Avenue, St. Louis, MO 63115 Mary Ann McGivern 314/389-4804 www.projcope.org

To partner men and women released from prison with teams from faith and community organizations for one year to enhance the success of re-entry.

Reason: Been around for 23 years. Mostly service with some advocacy. Looking to training ex-prisoners in community organizing. Own ten units of housing- no sign of it as an asset in budget. Get very traditional funding. No positions on many issues.

14. Seeds of Peace Collective

1009 Sussex, Missoula, MT 59807 Nick Stocks 208/220-2133 www.seeds-of-peace-collective.org

To provide material support, logistical aid, and non-violent direct action training to social justice groups.

Reason: References have been rejected for RESIST grants in the past. Still all white.

15. Teach Peace Foundation

539 J Street, Davis, CA 95616 Dave Dionisi 530/554-7061 www.teachpeace.com

To provide non-violence education to students and corporations.

Reason: "We are probably the most diverse group in California because we do not discriminate and serve everyone." Poor answers to #10 and 11. Application shows no awareness or understanding of diversity or cross-issue organizing.

16. The Neverwood Collective

1019 Williamson Street, Madison, WI 53703 Sarah Rogers 608/262-9036 www.pnc2rnc.org

For the GrassRoutes Caravan, a group bicycle ride and mobile village of resistance traveling from Madison to the 2008 Republican National Convention in St. Paul.

Reason:

17. Umatilla Morrow Alternatives

1115 E. Thomas Avenue, Irrigon, OR 97844 Frank Roa 541/922-0126 www.umalt.com

To advocate for equality, leadership, education and dignity among all under-served minority populations.

Reason: Not a new application. Received even before rejection letter sent out in February. RESIST ally ROP is their fiscal sponsor and have gotten grants from McKenzie River Gathering and PRIDE Foundation.

18. Watsonville Brown Berets

735 Pine Street, Santa Cruz, CA 95062 Jenn Laskin 831/238-5290 www.brownberets.info

To empower and educate traditionally underserved communities, especially youth of color and migrant workers and their families.

Reason: Code of Conduct: "No Brown Beret member shall divulge information about another Brown Beret or internal organizational business." Entire budget is \$10,000.

E-Mail Vote on Melissa Carino

3/18/07

	Yes	No
Camilo	X	
Carmen	x	
Carol G.	x	
Cynthia	x	
Diana	x	
Jim	x	
Kay	X	
Marc	X	
Miabi	X	
Nikhil	X	
Robin	x	
Yafreisy	x	
Jen		

Subject: Recommending new candidate for board

From: Cynthia Bargar <cbargar@gis.net>

Date: Fri, 14 Mar 2008 11:19:21 -0400

To: Christy Pardew <christy@resistinc.org>, "Robin Carton (Grants Manager)" <robinc@resistinc.org>, Malika McCray <malika_23@hotmail.com>, Camilo Viveiros <camiloviveiros@yahoo.com>, dldigges@yahoo.com, nikhil aziz <nikhilaziz@hotmail.com>, Marc Miller <info@fortpointtheatrechannel.org>, Carmen Rau <crau@nycap.rr.com>, "Jim O'Brien" <jimobrien48@gmail.com>, Leila Farsakh <Leila.Farsakh@umb.edu>, Carol Gomez <caroljg@gmail.com>, "Kay Mathew (w)" <kmathew@clvu.org>, Yafreisy Mejia <yafreisy@resistinc.org>, Kay Mathew <kaymathew@juno.com>

Dear all,

On behalf of the Recruitment and Retention (R &R) Committee Robin and I interviewed Melissa Carino for a slot on the Board of Directors. After meeting with her, we highly recommend her for Board membership and would like to bring her on (along with Jen Willsea) at the April Board meeting. To that end we would like the Board (as authorized in the By-Laws) to vote by e-mail on this nomination. If there are questions that we can answer first- please send them to us by this Friday. We can then provide answers and hold a vote by e-mail on Tuesday, March 18th. We are attaching Melissa's resume and below, please find our comments on the results of her interview:

Melissa has a Masters Degree from Cornell in Urban & Regional Planning. She focused on Community Development/Organizing/Policing, Families & Youth, and Social Policies. She has been involved with the United Teen Equality Center in Lowell and since 2003 she has been employed as the coordinator of the Young Sisters for Justice program at the Boston Women's Fund. She is working on developing a local chapter of GABRIELA- the Filipino women's social justice group. She appears to have a broad vision of social justice and is excited about the kind of grantmaking that she would be involved with at RESIST. She has many connections throughout organizing communities and is not daunted by reading proposals. She would be interested in serving on the Finance Committee.

Look forward to seeing you all at the next meeting.

Cynthia

*Cynthia M. Bargar
D, Recruitment Consulting Services*

cbargar@gis.net

Melissa Carino resume.doc Content-Type: application/octet-stream
Content-Encoding: base64

Part 1.1.3 Content-Type: text/html
Content-Encoding: quoted-printable

Subject: Re: Vote to accept Melissa Carino onto the Resist Board

From: "Carol Gomez" <caroljg@gmail.com>

Date: Mon, 17 Mar 2008 11:35:10 -0400

To: "Cynthia Bargar" <cbargar@gis.net>

CC: "diana digges" <dldigges@yahoo.com>, "Christy Pardew" <christy@resistinc.org>, "Robin Carton (Grants Manager)" <robinc@resistinc.org>, "Malika McCray" <malika_23@hotmail.com>, "Camilo Viveiros" <camiloviveiros@yahoo.com>, "nikhil aziz" <nikhilaziz@hotmail.com>, "Marc Miller" <info@fortpointtheatrechannel.org>, "Carmen Rau" <crau@nycap.rr.com>, "Jim O'Brien" <jimobrien48@gmail.com>, "Leila Farsakh" <Leila.Farsakh@umb.edu>, "Kay Mathew (w)" <kmathew@clvu.org>, "Yafreisy Mejia" <yafreisym@resistinc.org>, "Kay Mathew" <kaymathew@juno.com>

I vote to have Melissa Carino on board.

Thanks,

carol gomez

On Mon, Mar 17, 2008 at 11:27 AM, Cynthia Bargar <cbargar@gis.net> wrote:

Dear all,

Please reply to this e-mail by tomorrow with your vote on this time-sensitive matter.

We would love to have Melissa attend the April Board Meeting.

See below for the R&R Committee recommendation if you did not have a chance to look at my list e-mail. Melissa's resume is once again attached. Thank you.

Cynthia
on behalf of the R&R Committee

Cynthia M. Bargar
Development Consulting Services
Midway Studios #601
15 Channel Center Street
Boston, MA 02210

tel: 617-513-3407
e-mail: cbargar@gis.net

On Mar 14, 2008, at 10:56 PM, diana digges wrote:

She looks like a great addition. I love all this new energy on the Board!

Diana

--- Cynthia Bargar <cbargar@gis.net> wrote:

Dear all,

Subject: Re: Vote to accept Melissa Carino onto the Resist Board

From: "Jim O'Brien" <jimobrien48@gmail.com>

Date: Mon, 17 Mar 2008 10:39:33 -0500

To: "Carmen Rau" <carmen.rau@gmail.com>

CC: "Cynthia Bargar" <cbargar@gis.net>, "diana digges" <dldigges@yahoo.com>, "Christy Pardew" <christy@resistinc.org>, "Robin Carton (Grants Manager)" <robinc@resistinc.org>, "Malika McCray" <malika_23@hotmail.com>, "Camilo Viveiros" <camiloviveiros@yahoo.com>, "nikhil aziz" <nikhilaziz@hotmail.com>, "Marc Miller" <info@fortpointtheatrechannel.org>, "Leila Farsakh" <Leila.Farsakh@umb.edu>, "Carol Gomez" <caroljg@gmail.com>, "Kay Mathew (w)" <kmathew@clvu.org>, "Yafreisy Mejia" <yafreisym@resistinc.org>, "Kay Mathew" <kaymathew@juno.com>

I vote Yes also. Jim

On Mon, Mar 17, 2008 at 10:36 AM, Carmen Rau <carmen.rau@gmail.com> wrote:
Yes, yes, yes, absolutely!

Carmen

Subject: Re: Vote to accept Melissa Carino onto the Resist Board

From: "Carmen Rau" <carmen.rau@gmail.com>

Date: Mon, 17 Mar 2008 11:36:35 -0400

To: "Cynthia Bargar" <cbargar@gis.net>

CC: "diana digges" <dldigges@yahoo.com>, "Christy Pardew" <christy@resistinc.org>, "Robin Carton (Grants Manager)" <robinc@resistinc.org>, "Malika McCray" <malika_23@hotmail.com>, "Camilo Viveiros" <camiloviveiros@yahoo.com>, "nikhil aziz" <nikhilaziz@hotmail.com>, "Marc Miller" <info@fortpointtheatrechannel.org>, "Jim O'Brien" <jimobrien48@gmail.com>, "Leila Farsakh" <Leila.Farsakh@umb.edu>, "Carol Gomez" <caroljg@gmail.com>, "Kay Mathew (w)" <kmathew@clvu.org>, "Yafreisy Mejia" <yafreisym@resistinc.org>, "Kay Mathew" <kaymathew@juno.com>

Yes, yes, yes, absolutely!

Carmen

On Mon, Mar 17, 2008 at 11:27 AM, Cynthia Bargar <cbargar@gis.net> wrote:

Dear all,

Please reply to this e-mail by tomorrow with your vote on this time-sensitive matter.

We would love to have Melissa attend the April Board Meeting.

See below for the R&R Committee recommendation if you did not have a chance to look at my list e-mail. Melissa's resume is once again attached. Thank you.

Cynthia
on behalf of the R&R Committee

*Cynthia M. Bargar
Recruitment/Consulting Services*

cbargar@gis.net

On Mar 14, 2008, at 10:56 PM, diana digges wrote:

She looks like a great addition. I love all this new energy on the Board!

Diana

--- Cynthia Bargar <cbargar@gis.net> wrote:

Dear all,

On behalf of the Recruitment and Retention (R & R) Committee Robin and

I interviewed Melissa Carino for a slot on the Board of Directors.

After meeting with her, we highly recommend her for Board membership

and would like to bring her on (along with Jen Willsea) at the April

Board meeting. To that end we would like the Board (as authorized in

the By-Laws) to vote by e-mail on this nomination.

If there are questions that we can answer first- please send them to us by this

Friday. We can then provide answers and hold a vote by e-mail on

Tuesday, March 18th. We are attaching Melissa's resume and below,

please find our comments on the results of her interview:

I vote yes for new candidate for the Board

Subject: I vote yes for new candidate for the Board

From: diana digges <dldigges@yahoo.com>

Date: Fri, 14 Mar 2008 19:56:50 -0700 (PDT)

To: Cynthia Bargar <cbargar@gis.net>, Christy Pardew <christy@resistinc.org>, "Robin Carton \ (Grants Manager)" <robinc@resistinc.org>, Malika McCray <malika_23@hotmail.com>, Camilo Viveiros <camiloviveiros@yahoo.com>, nikhil aziz <nikhilaziz@hotmail.com>, Marc Miller <info@fortpointtheatrechannel.org>, Carmen Rau <crau@nycap.rr.com>, "Jim O'Brien" <jimobrien48@gmail.com>, Leila Farsakh <Leila.Farsakh@umb.edu>, Carol Gomez <caroljg@gmail.com>, "Kay Mathew \ (w\)" <kmathew@clvu.org>, Yafreisy Mejia <yafreisym@resistinc.org>, Kay Mathew <kaymathew@juno.com>

She looks like a great addition. I love all this new energy on the Board!

Diana

--- Cynthia Bargar <cbargar@gis.net> wrote:

Dear all,

On behalf of the Recruitment and Retention (R &R) Committee Robin and I interviewed Melissa Carino for a slot on the Board of Directors. After meeting with her, we highly recommend her for Board membership and would like to bring her on (along with Jen Willsea) at the April Board meeting. To that end we would like the Board (as authorized in the By-Laws) to vote by e-mail on this nomination. If there are questions that we can answer first- please send them to us by this Friday. We can then provide answers and hold a vote by e-mail on Tuesday, March 18th. We are attaching Melissa's resume and below, please find our comments on the results of her interview:

Melissa has a Masters Degree from Cornell in Urban & Regional Planning. She focused on Community Development/Organizing/Policing, Families & Youth, and Social Policies. She has been involved with the United Teen Equality Center in Lowell and since 2003 she has been employed as the coordinator of the Young Sisters for Justice program at the Boston Women's Fund. She is working on developing a local chapter of GABRIELA- the Filipino women's social justice group. She appears to have a broad vision of social justice and is excited about the kind of grantmaking that she would be involved with at RESIST. She has many connections throughout organizing communities and is not daunted by reading proposals. She would be interested in serving on the Finance Committee.

Look forward to seeing you all at the next meeting.

Cynthia

Cynthia M. Bargar
Development Consulting Services
Midway Studios #601
15 Channel Center Street
Boston, MA 02210

tel: 617-513-3407
e-mail: cbargar@gis.net

Never miss a thing. Make Yahoo your home page.
<http://www.yahoo.com/r/hs>

Re: Vote to accept Melissa Carino onto the Resist Board

Subject: Re: Vote to accept Melissa Carino onto the Resist Board

From: "Robin Carton (Grants Manager)" <robinc@resistinc.org>

Date: Mon, 17 Mar 2008 12:00:51 -0400

To: Cynthia Bargar <cbargar@gis.net>

CC: diana digges <dldigges@yahoo.com>, Christy Pardew <christy@resistinc.org>, Malika McCray <malika_23@hotmail.com>, Camilo Viveiros <camiloviveiros@yahoo.com>, nikhil aziz <nikhilaziz@hotmail.com>, Marc Miller <info@fortpointtheatrechannel.org>, Carmen Rau <crau@nycap.rr.com>, Jim O'Brien <jimbobrien48@gmail.com>, Leila Farsakh <Leila.Farsakh@umb.edu>, Carol Gomez <caroljg@gmail.com>, "Kay Mathew (w)" <kmathew@clvu.org>, Yafreisy Mejia <yafreisym@resistinc.org>, Kay Mathew <kaymathew@juno.com>

I vote to accept Melissa Carino onto the RESIST Board

Robin

Cynthia Bargar wrote:

Dear all,

Please reply to this e-mail by tomorrow with your vote on this time-sensitive matter.

We would love to have Melissa attend the April Board Meeting.

See below for the R&R Committee recommendation if you did not have a chance to look at my list e-mail. Melissa's resume is once again attached. Thank you.

Cynthia
on behalf of the R&R Committee

Cynthia H. Bargar
Development Consulting Services

cbargar@gis.net

On Mar 14, 2008, at 10:56 PM, diana digges wrote:

She looks like a great addition. I love all this new energy on the Board!

Diana

--- Cynthia Bargar <cbargar@gis.net> wrote:

Dear all,

On behalf of the Recruitment and Retention (R &R) Committee Robin and

I interviewed Melissa Carino for a slot on the Board of Directors.

After meeting with her, we highly recommend her for Board membership

and would like to bring her on (along with Jen Willsea) at the April

Board meeting. To that end we would like the Board

(as authorized in the By-Laws) to vote by e-mail on this nomination.

If there are questions that we can answer first- please send them to us by this

Friday. We can then provide answers and hold a vote by e-mail on

Tuesday, March 18th. We are attaching Melissa's resume and below,

Re: Vote to accept Melissa Carino onto the Resist Board

Subject: Re: Vote to accept Melissa Carino onto the Resist Board

From: Yafreisy Mejia <yafreisym@resistinc.org>

Date: Mon, 17 Mar 2008 12:07:45 -0400

To: "Jim O'Brien" <jimobrien48@gmail.com>

CC: Carmen Rau <carmen.rau@gmail.com>, Cynthia Bargar <cbargar@gis.net>, diana digges <dldigges@yahoo.com>, Christy Pardew <christy@resistinc.org>, "Robin Carton (Grants Manager)" <robinc@resistinc.org>, Malika McCray <malika_23@hotmail.com>, Camilo Viveiros <camiloviveiros@yahoo.com>, nikhil aziz <nikhilaziz@hotmail.com>, Marc Miller <info@fortpointtheatrechannel.org>, Carol Gomez <caroljg@gmail.com>, "Kay Mathew (w)" <kmathew@clvu.org>, Kay Mathew <kaymathew@juno.com>

I vote yes, as well.

Yafreisy

Yafreisy Mejia <yafreisym@resistinc.org>

Administrative Director

Resist, Inc.

Subject: Re: Vote to accept Melissa Carino onto the Resist Board

From: Cynthia Bargar <cbargar@qis.net>

Date: Mon, 17 Mar 2008 12:54:51 -0400

To: Yafreisy Mejia <yafreisym@resistinc.org>

CC: "Jim O'Brien" <jimobrien48@gmail.com>, Carmen Rau <carmen.rau@gmail.com>, diana digges <dldigges@yahoo.com>, Christy Pardew <christy@resistinc.org>, "Robin Carton (Grants Manager)" <robinc@resistinc.org>, Malika McCray <malika_23@hotmail.com>, Camilo Viveiros <camiloviveiros@yahoo.com>, nikhil aziz <nikhilaziz@hotmail.com>, Marc Miller <info@fortpointtheatrechannel.org>, Carol Gomez <caroljg@gmail.com>, "Kay Mathew (w)" <kmathew@clvu.org>, Kay Mathew <kaymathew@juno.com>

I vote yes!

*Cynthia M. Bargar
Director of Community Services*

cbargar@qis.net

On Mar 17, 2008, at 12:08 PM, Yafreisy Mejia wrote:

I vote yes as well.

Yafreisy<yafreisym.vcf>

Subject: Fwd: Vote to accept Melissa Carino onto the Resist Board
From: Cynthia Bargar <cbargar@gis.net>
Date: Mon, 17 Mar 2008 22:54:24 -0400
To: "Robin Carton ((Grants Manager))" <robinc@resistinc.org>

From: Melissa Bargar
To: "Robin Carton ((Grants Manager))", Cynthia Bargar

cbargar@gis.net

Begin forwarded message:

From: Camilo Viveiros <camiloviveiros@yahoo.com>
Date: March 17, 2008 10:49:56 PM EDT
To: Cynthia Bargar <cbargar@gis.net>
Subject: Re: Vote to accept Melissa Carino onto the Resist Board

I welcome Melissa to our team :)
Camilo

Cynthia Bargar <cbargar@gis.net> wrote:

Dear all,

Please reply to this e-mail by tomorrow with your vote on this time-sensitive matter.

We would love to have Melissa attend the April Board Meeting.

See below for the R&R Committee recommendation if you did not have a chance to look at my list e-mail. Melissa's resume is once again attached. Thank you.

Cynthia
on behalf of the R&R Committee

Cynthia M. Bargar
Development Consulting Services
Midway Studios #601
15 Channel Center Street
Boston, MA 02210

t: 617-513-3407
e-mail: cbargar@gis.net

¼
On Mar 14, 2008, at 10:56 PM, diana digges wrote:

> She looks like a great addition. I love all this new
> energy on the Board!

> Diana

> --- Cynthia Bargar wrote:

>

>> Dear all,

>>

>> On behalf of the Recruitment and Retention (R &R)

>> Committee Robin and

>> I interviewed Melissa Carino for a slot on the Board

>> of Directors.

Board Development Committee - Diversity Discussions

The Board Development Committee shall analyze and evaluate the growth and development of the Board and its members, shall recruit new members thereto as needed and provide orientation and mentors for such members and convene an annual Board Retreat and Organizational Meeting. (2/4/01)

11/21/83

Recruiting New Board Members. "Agreed to seek new board members, particularly women and people of color who could regularly attend meetings in Boston area."

6/9/96

New Member Outreach. There was a suggestion that the Board Development Committee focus on recruiting for diversity and inclusion of grantees on the Board.

6/6/99

Board Diversity. The Board enacted the following:

- 1) That Resist should hire someone to help recruit people of color to the Board and work with the Board on issues of diversity, this could be the same person hired to assist in the staff search.
- 2) To have the issue of diversity and organizational culture be main topic of discussion at the retreat
- 3) To table the issue of whether 2/3 of all new Board members should be people of color until after the retreat.

11/21/99

2/3 of all new Board members shall be selected to promote racial or ethnic diversity, with a special focus on outreach to and recruitment of African Americans and Latinos/Latinas. The ratio will be evaluated yearly.

12/99

October Board Retreat: There was a brief assessment of the October board retreat. Some displeasure was voiced regarding the role of the facilitator. There was some feeling that the retreat had meandered at some points and was not as focused as it might have been. There was also concern that the consultant that has been hired to help with the process of diversifying was not present. In general, however, the belief was that the retreat was useful and productive. The commitment to work to diversify the board was held to be positive. There was some concern regarding the uncertainty which arose concerning the exact language of the board diversity commitment motion that was acted upon at the retreat. It was emphasized that in future any time the board takes a specific action based on a motion that the exact language should be noted. It was reported that the consultant has concluded the process of interviewing current board members. It was also reported that there are currently nine potential candidates waiting to be considered for inclusion in the board. All nine would help to meet the diversity commitment. It was decided that a gathering should be held at the Resist office in January to greet the potential applicants. A specific date will be announced. All board members are encouraged to attend.

4/7/02

The Board will consider a proposal from the Board Development Committee to incorporate good Board prospects who cannot be immediately asked to join the Board due to the diversity policy. The committee will develop a procedure whereby such candidates be invited to join some board committees, which could include: Communications, Finance, Fundraising.

Notes from Communications Committee Meeting
February 13, 2008

HOW DOES THE COMMITTEE WORK?

Is the comm fully staffed? Ebbs and flows with getting writers.

Ty became inactive, the comm. kind of shrunk, Carol relied on Hank and Abby – not big enough.

Abby offers a first-read political analysis (what's missing, the broader political context – not proofreading)

Carol sends brainstorm, everyone picks a topic. Carol does most of the work of securing writers. Abby edits and proofs. She also writes every year or 14 months. Also helps to kill stories.

GUEST EDITORS

Guest editors – some thought it would be great to have at some point. Carol said this worked in theory but not in practice. In place of a guest editor – Maybe have someone do a joint article with Christy? Or have someone submit an editorial piece?

Carol said it makes the most sense to collaborate with people who know the issue, but to do the editing ourselves. Accountability is really hard unless you can really trust who's editing.

Think about the outreach value and PR value to other groups.

OFFER BEFORE PRINTING: If you're going to use this issue, we can print extra copies – offer as a tool for groups.

Guest editing with members of the communications committee?

NEWSLETTER TOPICS AND OTHER IDEAS

What is **solidarity** organizing today?

Prisons. Re-entry as an organizing issue. Prison labor force. For-profit prisons. California looking to reform mandatory sentencing laws. Movement to restore felons' voting rights. School to prison pipeline (police practices not passed by legislatures but are constitutional violations – Abby). Death penalty.

Environment. Alternative energy. Ethanol and biofuels (Nikhil). Green labor, Apollo Project. Green Corps – Van Jones project.

The wars. Let's do an anti-war issue every year. Could focus on civil liberties. Also the school to prison pipeline (see above). Think about emphasizing how other issues we

cover are affected by war. Include a little box in each issue re: war updates. Not just all negative – how many left the military, 3,000 showed up for anti-war rally, recruitment down, etc. Monitoring Congress' disregard for the war. Email ideas to the committee for the box.

So, we'll do:

May/June: solidarity
July/Aug: *to be decided*
Sept/Oct: environment
Nov/Dec: positive examples of resistance organizing and activism

MEDIA OUTREACH WORK

PR is the work of this committee – we just don't do a lot of it.

Submit transcripts of 40th anniversary to Tom Paine, AlterNet and CommonDreams.
Submit 1 or 2 articles from every issue to alternative news sources.

Op-ed's – so many smart people! Who'd be willing to write about topics!

If nothing else, we should write about the \$40,000 in bonus grants. Chronicle of Philanthropy and the Grassroots Fundraising Journal.

Carol's willing to co-author. Maybe with Robin?

Another topic: How tax reform of the last few years is killing small non-profit organizations. Pitch this to Stephanie Roth at GFJ, ask to be interviewed on this.

**** Marketing ourselves into other publications ****

RESIST Finance Narrative
January 1, 2008, to February 29, 2008
Accompanies Statement of Net Assets and Statement of Activities

BIG PICTURE

Our *net income* (income less expenses) for January 1, 2008, through February 29, 2008, was a *loss* of about \$37,966. In our annual budget for this time period, we expected to have a net loss of \$23,034.

Income is higher than expected by \$5,009. *Expenses* are approximately \$19,480 more than anticipated. This means we have a difference of approximately \$14,471 between where we expected to be at this time and where we actually are. For the most part, higher expenses reflect an increase in personnel of approximately \$10,000 and general and administrative expenses of about \$7,000.

Bottom line: Based on these figures, the Finance Committee has no recommendations for amending the annual budget or revising operating plans for the year.

STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately \$663,601. This is about \$24,157 more than we had in 2007. The increase in assets is primarily due to: 1) income generated from the bequest of the Estate of Phillip Schleimer; 2) higher than expected contributions from unsolicited donors.

STATEMENT OF NET ACTIVITIES (ITEM B)

Revenue:

Revenue is about \$5,009 higher than budgeted: \$78,044 actual vs. \$73,034 in the budget.

Gifts and Pledges: \$1,418 higher than budgeted

- *Internal mailing* contributions are approximately \$1,018 more than budgeted. Income from the pledge program is lower than expected and appeals to current donors is higher than expected. Revenue from the *Newsletter* is \$203 more than expected.
- *Prospect mailing* contributions are within budget.
- *Special Contributions* are \$16,636 higher than budgeted. Unsolicited contributions were significantly higher than expected (\$16,586 over budget).

Investment Income: \$1,212 higher than budgeted

- *Interest and dividends* are \$1,512 higher than budgeted.
- *Realized gains or losses* on the sale of investments are \$1,195 more than budgeted.
- *Unrealized gains or losses* on investments are \$12,815 less than budgeted.

Expenses:

Expenses are about \$19,480 more than budgeted: \$116,010 actual vs. \$96,530 in the budget.

Fundraising expenses: \$291 less than budgeted

- *Internal mailing* costs are about \$289 less than the budgeted amount.
- *Prospect mailing* costs are minimal due to a drop in March as opposed to February.

Program expenses: \$891 more than budgeted

- *Grants Program* expenses are \$85 more than budgeted. General support grants are under budget by \$350.
- *Newsletter* costs are \$1,597 more than budgeted. This reflects a second print job and error at mail house.
- *Web site* expenses are \$91 less than budgeted.

Administrative Expenses: \$18,423 more than budgeted

- *General and administrative* expenses are \$7,184 more than budgeted. This reflects an increase in accounting fees, and postage for donor mailings.
- *Personnel and health insurance* expenses are \$10,600 more than budgeted. This primarily reflects Carol's severance package and higher insurance from staff size increase.

RESIST, INC.
Statement of Financial Position
February 29, 2008 and 2007

	2008	2007
ASSETS		
CURRENT ASSETS:		
Cash	\$ 110,265	\$ 115,669
Investments	529,762	489,002
Grants Receivable, Current	10,000	20,917
Prepaid Expenses, Inventory and Other Current Assets	7,192	7,475
Total Current Assets	657,219	633,063
Property and Equipment, Net	4,152	4,152
OTHER ASSETS		
Grants Receivable, Long-Term	-	-
Deposits	2,230	2,230
Total Other Assets	2,230	2,230
Total Assets	\$ 663,601	\$ 639,445
LIABILITIES AND NET ASSETS		
LIABILITIES		
Grants Payable	\$81,000	\$81,000
Accounts Payable and Accrued Expenses	6,939	8,687
Accrued Payroll and Related Costs	12,692	10,190
Total Liabilities	100,631	99,877
NET ASSETS		
Net Assets, Beginning of Year	600,886	555,001
Change in Net Assets	(37,916)	(15,434)
Net Assets, End of Year	562,970	539,567
TOTAL LIABILITIES AND NET ASSETS	\$663,601	\$639,444

RESIST, INC.
Statement of Activities
Year to Date at February 29, 2008

	YTD ACTUAL February 29, 2008	YTD BUDGET February 29, 2008	+/- BUDGET	ANNUAL BUDGET	YEAR END FORECAST
SUPPORT AND REVENUES					
Gifts and Pledges					
Internal Mailings	\$ 39,917		\$ 39,917	\$ 382,000	#DIV/0!
Prospecting Mailings	14,400		14,400	55,000	#DIV/0!
Special Contributions	30,735		30,735	167,150	#DIV/0!
Special Events Income	365		365	8,000	#DIV/0!
Total Gifts and Pledges	<u>85,417</u>		<u>85,417</u>	<u>612,150</u>	<u>#DIV/0!</u>
Investment Income					
Interest and Dividend Income	3,130		3,130	11,500	#DIV/0!
Realized and Unrealized Gain/(Loss)	(10,187)		(10,187)	8,600	#DIV/0!
Total Investment Income	<u>(7,057)</u>		<u>(7,057)</u>	<u>20,100</u>	<u>#DIV/0!</u>
Other Support and Revenue	(316)		(316)	4,700	#DIV/0!
TOTAL SUPPORT AND REVENUES	<u>78,044</u>		<u>78,044</u>	<u>636,950</u>	<u>#DIV/0!</u>
FUNCTIONAL EXPENSES					
Fundraising Costs					
Internal Mailings	595		595	24,400	#DIV/0!
Prospecting Mailings	2		2	50,700	#DIV/0!
Other Fundraising	459		459	4,025	#DIV/0!
Total Fundraising Costs	<u>1,056</u>		<u>1,056</u>	<u>79,125</u>	<u>#DIV/0!</u>
Program Services					
Grant Awards	36,650		36,650	272,100	#DIV/0!
Grant Program	609		609	3,800	#DIV/0!
Newsletter Costs	7,143		7,143	33,500	#DIV/0!
Website and Internet	204		204	1,750	#DIV/0!
Total Program Services	<u>44,606</u>		<u>44,606</u>	<u>311,150</u>	<u>#DIV/0!</u>
Administrative Costs					
Personnel	50,794		50,794	241,149	#DIV/0!
General and Administrative	19,202		19,202	75,631	#DIV/0!
Board Expenses	302		302	1,865	#DIV/0!
Total Administrative Costs	<u>70,298</u>		<u>70,298</u>	<u>318,645</u>	<u>#DIV/0!</u>
TOTAL FUNCTIONAL EXPENSES	<u>115,960</u>		<u>115,960</u>	<u>708,920</u>	<u>#DIV/0!</u>
CHANGE IN NET ASSETS	(37,916)		(37,916)	(71,970)	#DIV/0!
EXTRAORDINARY DONATIONS	-		-	30,000	#DIV/0!
TOTAL INCREASE (DECREASE) IN NET ASSETS	<u>(37,916)</u>		<u>(37,916)</u>	<u>(41,970)</u>	<u>#DIV/0!</u>
ASSETS, BEGINNING OF YEAR	<u>600,886</u>			<u>600,886</u>	<u>600,886</u>
NET ASSETS, END OF YEAR	<u>\$ 562,970</u>			<u>\$ 600,886</u>	<u>#DIV/0!</u>

Agenda
3.26.08

1. *Review of Financial Statements*
2. *Recommendations for Adjustments to Budget*
3. *Charitable Filing Status*
4. *Audit report*
5. *Three-Five Year Financial Plan.*
6. *Fundraising Report*
7. *Meredith*

RESIST, INC.
Profit & Loss Budget vs. Actual
January through February 2008

	<u>Jan - Feb 08</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>% of Budget</u>	<u>08 Budget</u>
Primary Income/Expense					
Income					
Internal Mailings					
Pledges	14,107.10	17,311.00	(3,203.90)	81.5%	147,000.00
Newsletter	7,131.25	6,928.00	203.25	102.9%	50,000.00
ABC/House mailings	18,678.25	16,696.00	1,982.25	111.9%	185,000.00
Total Internal Mailings	<u>39,916.60</u>	<u>40,935.00</u>	<u>(1,018.40)</u>	<u>97.5%</u>	<u>382,000.00</u>
Prospecting	14,400.00	14,000.00	400.00	102.9%	55,000.00
Other Revenue					
Advertising	0.00	0.00	0.00	0.0%	0.00
Fiscal sponsorship fees	39.50	35.00	4.50	112.9%	250.00
In kind goods or services	0.00	0.00	0.00	0.0%	0.00
Royalties	0.00	0.00	0.00	0.0%	150.00
T-shirt sales	70.00	0.00	70.00	100.0%	1,250.00
T-shirt expense	0.00	0.00	0.00	0.0%	(500.00)
NWTRCC	(425.00)	615.00	(1,040.00)	-69.1%	3,500.00
Miscellaneous revenue	0.00	0.00	0.00	0.0%	50.00
Total Other Revenue	<u>(315.50)</u>	<u>650.00</u>	<u>(965.50)</u>	<u>-48.5%</u>	<u>4,700.00</u>
Special contributions					
Board Fundraising	100.00	0.00	100.00	100.0%	1,500.00
Foundations	0.00	0.00	0.00	0.0%	15,000.00
Matching Grants	0.00	50.00	(50.00)	0.0%	500.00
Unsolicited	30,635.04	14,049.00	16,586.04	218.1%	150,000.00
Stocks & Bonds	0.00	0.00	0.00	0.0%	0.00
Restricted Funds	0.00	0.00	0.00	0.0%	150.00
Total Special contributions	<u>30,735.04</u>	<u>14,099.00</u>	<u>16,636.04</u>	<u>218.0%</u>	<u>167,150.00</u>
Special Events Income					
Auction	200.00	0.00	200.00	100.0%	0.00
Advertising	0.00	0.00	0.00	0.0%	0.00
Corporate Sponsors	0.00	0.00	0.00	0.0%	0.00
Foundation Grants	0.00	0.00	0.00	0.0%	0.00
Individual Donors	165.00	0.00	165.00	100.0%	0.00
Misc Income	0.00	0.00	0.00	0.0%	8,000.00
Organizational Sponsors	0.00	0.00	0.00	0.0%	0.00
Ticket Sales	0.00	0.00	0.00	0.0%	0.00
Total Special Events Income	<u>365.00</u>	<u>0.00</u>	<u>365.00</u>	<u>100.0%</u>	<u>8,000.00</u>
Investment Income					
Bank Interest	30.70	166.70	(136.00)	18.4%	1,000.00
Bond Interest	420.00	417.00	3.00	100.7%	2,500.00
Dividends and interest	2,679.16	1,167.00	1,512.16	229.6%	7,000.00
Interest on Matured CDs	0.00	150.00	(150.00)	0.0%	900.00
Interest-savings/short-term inv	0.00	16.64	(16.64)	0.0%	100.00
Total Investment Income	<u>3,129.86</u>	<u>1,917.34</u>	<u>1,212.52</u>	<u>163.2%</u>	<u>11,500.00</u>
Realized gain or loss	1,278.73	83.40	1,195.33	1533.2%	500.00
Unrealized gain (loss)					
Bonds	0.00	33.00	(33.00)	0.0%	200.00
Mutual Funds	0.00	150.00	(150.00)	0.0%	900.00
Unrealized gain (loss) - Other	(11,465.50)	1,167.00	(12,632.50)	-982.5%	7,000.00
Total Unrealized gain (loss)	<u>(11,465.50)</u>	<u>1,350.00</u>	<u>(12,815.50)</u>	<u>-849.3%</u>	<u>8,100.00</u>
Total Income	<u><u>78,044.23</u></u>	<u><u>73,034.74</u></u>	<u><u>5,009.49</u></u>	<u>106.9%</u>	<u><u>637,000.00</u></u>

RESIST, INC.
Profit & Loss Budget vs. Actual
January through February 2008

Expense	<u>Jan - Feb 08</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>% of Budget</u>	<u>08 Budget</u>
	Jan - Feb 08	Budget	+ / - Budget	% of Budget	08 Budget
Internal Mailing Costs					
Pledge program					
Printing	205.00	334.00	(129.00)	61.4%	2,000.00
Postage	229.57	267.00	(37.43)	86.0%	1,600.00
Mailhouse	160.00	283.00	(123.00)	56.5%	1,700.00
Total Pledge program	<u>594.57</u>	<u>884.00</u>	<u>(289.43)</u>	<u>67.3%</u>	<u>5,300.00</u>
ABC/House mailings					
Printing	0.00	0.00	0.00	0.0%	5,000.00
Postage	0.00	0.00	0.00	0.0%	5,600.00
Mailhouse	0.00	0.00	0.00	0.0%	4,000.00
Consultant	0.00	0.00	0.00	0.0%	4,500.00
Total ABC/House mailings	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.0%</u>	<u>19,100.00</u>
Total Internal Mailing Costs	<u>594.57</u>	<u>884.00</u>	<u>(289.43)</u>	<u>67.3%</u>	<u>24,400.00</u>
Prospecting Mailing Costs					
Printing	0.00	0.00	0.00	0.0%	13,000.00
Postage	2.33	0.00	2.33	100.0%	16,500.00
Mailhouse	0.00	0.00	0.00	0.0%	6,000.00
Consultants	0.00	0.00	0.00	0.0%	10,000.00
Photos and graphics	0.00	0.00	0.00	0.0%	200.00
List rentals	0.00	0.00	0.00	0.0%	5,000.00
Total Prospecting Mailing Costs	<u>2.33</u>	<u>0.00</u>	<u>2.33</u>	<u>100.0%</u>	<u>50,700.00</u>
Other Fundraising Costs					
Thank you cards					
Printing	60.00	0.00	60.00	100.0%	150.00
Postage	399.09	0.00	399.09	100.0%	975.00
Purchase	0.00	0.00	0.00	0.0%	50.00
Total Thank you cards	<u>459.09</u>	<u>0.00</u>	<u>459.09</u>	<u>100.0%</u>	<u>1,175.00</u>
Special Events					
Printing	0.00	0.00	0.00	0.0%	0.00
Postage	0.00	0.00	0.00	0.0%	0.00
Consultants	0.00	0.00	0.00	0.0%	0.00
Mailhouse	0.00	0.00	0.00	0.0%	0.00
Advertising	0.00	0.00	0.00	0.0%	0.00
Event Costs	0.00	0.00	0.00	0.0%	2,000.00
Total Special Events	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.0%</u>	<u>2,000.00</u>
Other					
Misc costs	0.00	0.00	0.00	0.0%	50.00
Promo T-shirts	0.00	0.00	0.00	0.0%	800.00
Total Other	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.0%</u>	<u>850.00</u>
Total Other Fundraising Costs	<u>459.09</u>	<u>0.00</u>	<u>459.09</u>	<u>100.0%</u>	<u>4,025.00</u>
Grant					
General Support Grants	27,650.00	28,000.00	(350.00)	98.8%	200,000.00
Multi-year grants	9,000.00	9,000.00	0.00	100.0%	60,000.00
Cohen grants	0.00	0.00	0.00	0.0%	0.00
Technical Assistance Grant	0.00	0.00	0.00	0.0%	6,000.00
Holmes grants	0.00	0.00	0.00	0.0%	0.00
Salzman grants	0.00	0.00	0.00	0.0%	3,000.00
NWTRCC donor directed grants	0.00	350.00	(350.00)	0.0%	3,100.00
Total Grant	<u>36,650.00</u>	<u>37,350.00</u>	<u>(700.00)</u>	<u>98.1%</u>	<u>272,100.00</u>

RESIST, INC.
Profit & Loss Budget vs. Actual
January through February 2008

	<u>Jan - Feb 08</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>% of Budget</u>	<u>08 Budget</u>
	<u>Jan - Feb 08</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>% of Budget</u>	<u>08 Budget</u>
Grants Program					
Library	0.00	0.00	0.00	0.0%	50.00
Photos - graphics	0.00	0.00	0.00	0.0%	0.00
Printing	512.30	415.00	97.30	123.4%	2,500.00
Postage	96.42	108.00	(11.58)	89.3%	650.00
Membership dues - organization	0.00	0.00	0.00	0.0%	600.00
Supplies	0.00	0.00	0.00	0.0%	0.00
Total Grants Program	608.72	523.00	85.72	116.4%	3,800.00
Newsletter Costs					
Printing	5,602.60	3,335.00	2,267.60	168.0%	20,000.00
Postage	1,540.00	1,335.00	205.00	115.4%	8,000.00
Mailhouse	0.00	875.00	(875.00)	0.0%	5,250.00
Consultants	0.00	0.00	0.00	0.0%	0.00
Photos and graphics	50.00	50.00	0.00	100.0%	250.00
Total Newsletter Costs	7,192.60	5,595.00	1,597.60	128.6%	33,500.00
Website & Internet	203.70	295.00	(91.30)	69.1%	1,750.00
Personnel					
Employee Salaries	37,588.44	29,412.00	8,176.44	127.8%	176,464.00
Payroll taxes	3,424.30	2,560.00	864.30	133.8%	15,352.37
Pension plan match	1,503.54	1,078.00	425.54	139.5%	6,473.36
Health insurance	8,278.05	6,667.00	1,611.05	124.2%	40,000.00
Workers compensation	0.00	143.40	(143.40)	0.0%	860.00
Staff development	0.00	333.30	(333.30)	0.0%	2,000.00
Total Personnel	50,794.33	40,193.70	10,600.63	126.4%	241,149.73
General and Administrative					
Supplies	1,472.47	468.00	1,004.47	314.6%	2,800.00
Printing & copying	760.00	166.70	593.30	455.9%	1,000.00
Fax	0.00	0.00	0.00	0.0%	0.00
Books, subscriptions, reference	44.90	333.30	(288.40)	13.5%	2,000.00
Dues and fees	40.00	166.70	(126.70)	24.0%	1,000.00
Telephone	422.81	467.00	(44.19)	90.5%	2,800.00
Minor office equipment	1,245.97	702.00	543.97	177.5%	2,104.00
Equip rental & maintenance	0.00	167.00	(167.00)	0.0%	1,000.00
Donated materials & supplies	0.00	0.00	0.00	0.0%	0.00
Insurance					
Liability	67.26	167.00	(99.74)	40.3%	1,000.00
Director and officers	185.42	383.00	(197.58)	48.4%	2,300.00
Computer	14.82	15.00	(0.18)	98.8%	89.00
Property	148.40	150.00	(1.60)	98.9%	900.00
Total Insurance	415.90	715.00	(299.10)	58.2%	4,289.00
Postage, shipping, delivery					
FedEX	0.00	0.00	0.00	0.0%	0.00
UPS	0.00	0.00	0.00	0.0%	0.00
Meter Rental	125.97	112.50	13.47	112.0%	675.00
US Post Office	818.08	167.00	651.08	489.9%	1,000.00
Postage due/BRE envelopes	2,300.00	417.00	1,883.00	551.6%	2,500.00
Total Postage, shipping, delivery	3,244.05	696.50	2,547.55	465.8%	4,175.00
Professional Fees					
Temporary help	409.60	418.00	(8.40)	98.0%	2,500.00
Accounting	5,400.00	800.00	4,600.00	675.0%	12,500.00
Consultants	0.00	168.00	(168.00)	0.0%	1,000.00
Brokerage fees	0.00	332.00	(332.00)	0.0%	2,000.00
Total Professional Fees	5,809.60	1,718.00	4,091.60	338.2%	18,000.00

RESIST, INC.
Profit & Loss Budget vs. Actual
January through February 2008

	<u>Jan - Feb 08</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>% of Budget</u>	<u>08 Budget</u>
	<u>Jan - Feb 08</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>% of Budget</u>	<u>08 Budget</u>
Advertising and Outreach					
Advertising	0.00	250.00	(250.00)	0.0%	1,500.00
Total Advertising and Outreach	0.00	250.00	(250.00)	0.0%	1,500.00
Occupancy expenses					
Rent	6,525.00	6,630.90	(105.90)	98.4%	39,785.00
Repairs and maintenance	0.00	0.00	0.00	0.0%	250.00
Utilities	409.20	666.70	(257.50)	61.4%	4,000.00
Real estate taxes	0.00	132.00	(132.00)	0.0%	800.00
Sub lease (rent)	(2,700.00)	(2,674.50)	(25.50)	101.0%	(16,047.00)
Sub lease (utilities)	(126.49)	(266.00)	139.51	47.6%	(1,600.00)
Total Occupancy expenses	4,107.71	4,489.10	(381.39)	91.5%	27,188.00
Travel & meetings expenses					
Conference, convention, meeting	0.00	0.00	0.00	0.0%	750.00
Meals, food	63.74	66.00	(2.26)	96.6%	400.00
Travel	3.00	40.00	(37.00)	7.5%	1,000.00
Total Travel & meetings expenses	66.74	106.00	(39.26)	63.0%	2,150.00
Total General and Administrative	17,630.15	10,445.30	7,184.85	168.8%	70,006.00
Misc expenses					
Bank & credit card fees	1,536.43	416.00	1,120.43	369.3%	2,500.00
Interest Expense					
Finance Charges	0.00	12.50	(12.50)	0.0%	75.00
Late Fees	35.00	32.00	3.00	109.4%	200.00
Total Interest Expense	35.00	44.50	(9.50)	78.7%	275.00
Depreciation & amortization exp	0.00	416.00	(416.00)	0.0%	2,500.00
Taxes	0.00	55.00	(55.00)	0.0%	350.00
Total Misc expenses	1,571.43	931.50	639.93	168.7%	5,625.00
Board Expense					
Copying	0.00	0.00	0.00	0.0%	0.00
Postage	0.00	2.50	(2.50)	0.0%	15.00
Travel	238.00	250.00	(12.00)	95.2%	1,500.00
Food	65.67	60.00	5.67	109.5%	350.00
Total Board Expense	303.67	312.50	(8.83)	97.2%	1,865.00
Total Expense	116,010.59	96,530.00	19,480.59	120.2%	708,920.73
Net Ordinary Income	(37,966.36)	(23,495.26)	(14,471.10)	161.6%	(71,920.73)
Other Income/Expense					
Other Income					
Extra Ordinary Income	0.00	0.00	0.00	0.0%	30,000.00
Total Other Income	0.00	0.00	0.00	0.0%	30,000.00
Other Expense					
Suspense	0.00	0.00	0.00	0.0%	0.00
Total Other Expense	0.00	0.00	0.00	0.0%	0.00
Net Other Income	0.00	0.00	0.00	0.0%	30,000.00
Net Income	(37,966.36)	(23,495.26)	(14,471.10)	161.6%	(41,920.73)

RESIST, INC.
Statements Cash Flows
Year to Date at February 29, 2008

YTD AT
February 29, 2008

Cash Flows from Operating Activities:

Change in Net Assets	\$	(37,916)
Adjustments to Reconcile the Above to Net Cash Provided (Used) by Operating Activities:		
Investment Income		(3,130)
Realized and Unrealized (Gains) and Losses on Investments		10,187
Depreciation Expense		-
Changes in Assets & Liabilities:		-
Grants Receivable		158
Prepaid Expenses, Inventory and Other Current Assets		(725)
Grants Payable		-
Accounts Payable and Accrued Expenses		(11,155)
Accrued Payroll and Related Costs		2,836
Net Cash Provided (Used) By Operating Activities		<u>(39,745)</u>

Cash Flows from Investing Activities

Purchases of Property and Equipment		-
Net (Purchase) Sale of Investments		2,100
Net Cash Provided (Used) By Investing Activities		<u>2,100</u>

Net Increase (Decrease) in Cash and Equivalents **(37,645)**

Cash and Equivalents, Beginning of Period **147,910**

Cash and Equivalents, End of Period **\$ 110,265**

Staff Meeting Minutes
3-4-08
Yafreisy, Christy, Robin, Malika

Grants Cycle:

The grant committee is meeting soon about the grants this cycle, and we have around 40 applications. Malika needs to enter new grantees from the last cycle into Sage.

Office Supplies:

Robin and Malika will do research on finding a new copier, we will try to stay with Rico. Our new contact at Walnut Street is Bob Landry, we will see if the quality of work improves after the next few mailings, and the staff will reassess in a few months.

Evaluations:

The personnel subcommittee (of the executive committee) will meet in mid-March and will send the staff a schedule for self, peer and board evaluations.

Timesheets:

Staff need to remember to submit them to Robin weekly.

Board Recruitment:

Malika needs to send out board member binders to Jen and Warren. Robin will interview Melissa at BWF. Robin needs to contact Nikhil about his potential contacts for the board. Tom Louise at the Progressive Communicator Network is another possibility.

Newsletter:

The deadline for articles for the March/April newsletter is this week. We will put in a t-shirt ad in the newsletter: perhaps classic long sleeve/baseball at \$10 and classic short sleeve at \$8. The topic for the next newsletter will be on solidarity and what it means today.

Interns:

We need to think about projects for interns. Yafreisy will call Peter Heinz who will work here 2 days a week. Malika and Yafreisy will go to Wellesley Friday March 14 to recruit interns. Interns could perhaps help Malika with planned giving (although that may be a masters-level project) and they can enter historical grantees into the database.

Fundraising Update:

Acquisition and renewal letters are due to go out at the end of this week. Malika is brainstorming for March pledge letter, which is late.

Finance Update:

February looks weak but we usually base analysis on quarterly returns. We are done with the first phase of the audit. Meredith Smith, our new financial consultant, will start coming in once per month starting next Thursday.

**Staff Meeting
Minutes
3/11/08**

1. Check In

2. Board Development

Binders will go out to Jen Willsea and Warren Goldstein-Gelb as new Board members. Robin and Cynthia met with Melissa Carino and will recommend her for Board membership.

3. Office Management

Malika and Yafreisy will be going to an internship fair at Wellesley on Friday.

Peter Heinz, an intern, will start March 20th. He will be in the office from about 10 – 2. Staff will talk about projects for him next week.

Enrollment in the 403(b) plan with TIAA-CREF is set up for Malika and Christy.

There will be some health care plan changes- Yafreisy will send around a flyer.

Meredith will be coming in on Thursday at 12 to reconcile the financial statements.

Copier is working temporarily- Robin will research new copiers.

4. Newsletter

Christy handed out a new schedule for Newsletter deadlines. Two of the four articles for the next issue are in: FIERCE and DREAM in Action. The Reflect and Strengthen piece should be in today and Kohei's piece is MIA.

5. Fundraising

The ABC will go out soon. The prospect has already dropped. The pledge letter is still at Piro. The pledge letter for April is due at Piro next week.

Malika is starting to think about house parties and planned giving.

The Fundraising Committee will meet soon.

The cMarket renewal deadline passed. It is time to think about whether or not we will do an auction in the fall. Malika will talk to the Fundraising Committee about this.

Malika and Christy will look at the design for the planned giving brochure.

6. Grants

There are 46 grants in this cycle. Robin and Yafreisy have a lot of work to do.

7. Common Vision

Robin and Yafreisy will be going to the conference next week. It will be held at the Essex Conference Center.

8. Ad Request

North Star Fund in New York for \$250. Approved.

9. Accountability

Robin will **send** out the annual task list to everyone.

At **each** meeting the facilitator will bring the minutes from the prior meeting to see if assignments have been met.

10. Staff Tasks From This Meeting

Robin:

Send out Board Books to Jen Willsea and Warren Goldstein-Gelb

Research new copiers

Common Vision

Yafreisy

Send around health care change flyer

Internship fair at Wellesley

Common Vision

Christy

Finish *Newsletter*

Planned giving brochure

Malika

Internship fair at Wellesley

April pledge letter

Fundraising Committee meeting

Planned giving brochure

**Grant Committee
Agenda
March 19, 2008**

1. Weeding

There are 16 proposals to look at for the April cycle. There will still be 27 proposals in the cycle, including three multi-year grant renewals.

2. Political Discussion for April

What are the ways that effective organizing strategies are used in different communities and how does this impact RESIST's decision-making about funding?

3. Review Proposed General Support and Multi-Year Applications

4. Work Plan for 2008

- Electronic applications
- Board page on the website
- Political discussion topics for Board meetings
 - the role of faith-based organizing and how it fits in to RESIST funding
 - the changing politics of the anti-nuclear movement and new environmental/energy politics (i.e. nuclear as the new "clean" energy).
 - the changing face of the peace movement

5. Meeting Dates

May 14	9:30
July 16	9:30
September 17	9:30
November 19	9:30

6. Next Meeting

May 14 at 9:30

Parking Lot (in no particular order)

- a. *Recommend* a policy for the analysis of grants when organizing centers apply where the group acts as an incubator for other organizations (e.g. peace and justice centers).
- b. *Develop a policy* for how to deal with budget discrepancies or incomplete budget information
- c. *Develop* a Board discussion to articulate organizational policies about RESIST's standards for diversity and political positions.
- d. *Develop* a board discussion about accessibility grants and how to evaluate requests for ongoing programs vs. one-time events.

Resist Fundraising Committee Meeting
04/03/08

Present: Malika, Diana, Christy, Mark, Carol
Absent: Kay

Big picture overview: How much do we need to raise?
What's our goal?

Malika: Goal for 2008: \$670,000. So far this year, we've raised \$78,000 - \$5,000 more than expected. There were some big unsolicited gifts totaling \$30,000. (Keep in mind that "unsolicited gifts" is a loose category)

At February meeting, the Board made several fundraising priorities for 2008:

- a) increase outreach to potential major donors;
- b) expand base through maintaining our direct mail program;
- c) follow up on 40th anniversary fundraising;
- e) reactivate Fundraising committee;
- f) and increase e-giving.

Re pursuing pledges to become major donors: Nancy Greenhouse has an insert in thank you letter for one-time or first-time donors. Our pledges are 30% of our income.

Brochures for planned giving and bequests.

- Malika will dig up the brochures and ask Marc for feedback.
- Carol, Diana and Malika will meet to talk ideas about planned giving campaign: how to approach

major donors, how to include Resist in your will, how to REDO your will to include Resist; how to get testimonials.

- Marc suggested: Do profiles on the website of people who've died and left a bequest in their will.

Marc: Question for fundraising teacher: How do you find out who has left you money in their will?

Training for Malika: Buzz Harris meets with Malika one-on-one. Has classes on planned giving, major donors, etc. Buzz is going through basic curriculum. Diana will join Malika.

Foundation grants: Malika hasn't done anything yet, but will. Has not been a priority in the past. We should think about projects that could get Foundation funding. Special projects

Carol: Changemakers gives us money. Try the Funding Exchange, see which foundations fund them.

e-fundraising

Christy and Malika met several days ago. We have 1100-member email list; there's a "Donate Now" button; on website, two places to donate. Social networks: We have a MySpace and Facebook pages. We've done an online auction. All this is e-fundraising

Expand: email list; website - buy t-shirt online?

Christy: May not be worth it because of fee we'd have to give Paypal.

Christy will draft a specific solicitation email to be sent three weeks after newsletter.

Carol: Take articles from each newsletter and submit to Alternet with link to Resist. Good exposure

e-solicitation: Malika will ask Buzz. Ask Groundspring? (Our e-host.)

How to frame renewing/recurring pledge: see Greenpeace. Not just regular email but special.

Malika and Diana will talk at Board meeting Sunday about list of options for people to participate: house parties, relieve Malika of work so she can fundraise, major donor visits, thank you notes, make a presentation at a house party, join the pledge program, contact friends and family, doing an auction or raffle, research calls to other orgs.

People have expressed an interest in what they can do. Need to make them feel that the work they choose to do makes a difference. Diana will prepare survey for Board

relationship-building/"stewardship" of major donors

Important to have a campaign goal for major donors. Stewardship important. Focus for next mtg: something to read on stewardship/relationship-building? Ask someone to come talk to us? Diana will ask Amelie.

Malika will ask Jean Entine if she will join the fundraising committee.

Marc: Should we have two budgets for the year? One for the reality; another for wish list. Malika will bring this request to the finance committee.

Tentative next meeting: May 15th, 6 - 8:30, at
Diana's

Resist Fundraising Committee Meeting 04/03/08

Present: Malika, Diana, Christy, Mark, Carol

Absent: Kay

Big picture overview: How much do we need to raise? What's our goal?

Malika: Goal for 2008: \$670,000. So far this year, we've raised \$78,000 - \$5,000 more than expected. There were some big unsolicited gifts totaling \$30,000. (Keep in mind that "unsolicited gifts" is a loose category)

At February meeting, the Board made several fundraising priorities for 2008:

- a) increase outreach to potential major donors;
- b) expand base through maintaining our direct mail program;
- c) follow up on 40th anniversary fundraising;
- e) reactivate Fundraising committee;
- f) and increase e-giving.

Re pursuing pledges to become major donors: Nancy Greenhouse has an insert in thank you letter for one-time or first-time donors. Our pledges are 30% of our income.

Brochures for planned giving and bequests.

- Malika will dig up the brochures and ask Marc for feedback.
- Carol, Diana and Malika will meet to talk ideas about planned giving campaign: how to approach major donors, how to include Resist in your will, how to REDO your will to include Resist; how to get testimonials.
- Marc suggested: Do profiles on the website of people who've died and left a bequest in their will.

Marc: Question for fundraising teacher: How do you find out who has left you money in their will?

Training for Malika: Buzz Harris meets with Malika one-on-one. Has classes on planned giving, major donors, etc. Buzz is going through basic curriculum. Diana will join Malika.

Foundation grants: Malika hasn't done anything yet, but will. Has not been a priority in the past. We should think about projects that could get Foundation funding. Special projects

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