6-8-2008

Resist Steering Committee Meeting, June 8, 2008

Resist

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Recommended Citation
RESIST Board Meeting June 2008

Present: Christy, Jim, Yafreisy, Malika, Jen, Nikhil, Diana, Miabi, Cynthia, Melissa, Robin, Marc, Kay
Absent: Carmen, Carol G, Camilo

Grantmaking intro and allocations
Finance committee presented proposal to spend $10,000 less for the June cycle given the budget. The board voted yes.

Announcements
Jen: She will be attending the “Making Money, Making Change” conference in California October 2nd – 5th. The board voted to submit a proposal for RESIST to lead a session by June 15. In the case that our proposal is accepted, board voted to send staff person to the conference.

Yafreisy: She went to meeting in New York hosted by Ford foundation for Highlander to talk about its capital campaign. It was great to meet allies face to face.

Melissa: Some staff at BWF working to unionize and to have better representation on the search committee for the new ED.

Malika: She spoke at a panel in Philadelphia on radical health organizing and talked a lot about RESIST as a model and resource for funding. She plans to keep talking with folks about health organizing for Resist’s funding/outreach.

Robin: She met over the phone with the Rye collaborative and is concerned about the corporate direction that some collegial foundations appear to be moving in – what this means for Resist and for organizing in general. Robin will email a relevant article on social justice philanthropy to the board. We will continue this discussion as the next meeting’s political discussion.

Miabi: She got a fellowship in Pennsylvania! Will stay on the board. Anyone know anyone in PA?

Committee Business
Board R & R
We are in the process of recruiting two more candidates before Warren Goldstein-Gelb joins the board, which should happen in August. Miabi and Robin need to set up time to discuss her list of contacts. Yafreisy will discuss committee options with Jen. R&R committee will provide budget training to the board.

Diana: is there a limit to the number of board members at any given time and does this affect our work? No limit.

Communications:
The Communications committee met. They are considering making the Newsletter two colors and will begin making samples in the coming months. The next newsletter issue will be on housing.

Miabi: What about issues that we are not seeing in grants?
Christy: We will include a box asking folks for their contacts in these areas.
EC/Personnel
Kay and Diana: Robin and Yafreisy’s evaluations have been completed for the year. Malika and Christy are in process in a two-step evaluation. The personnel committee is thinking about how the board can be as responsive and consistent in its support to staff as possible.

Robin: the self and peer evaluation process was enlightening and thought-provoking. We should find a way to communicate the results to the board as a whole. Voting on permanent status for two new staff should happen at the August meeting.

Finance Committee
Review of financial narrative (included in packet). Bottom Line: based on figures, the committee has no recommendations for amending the annual budget or revising operating plans for the year. In June we will make any needed mid-course corrections. The audit is done, we filed 990 in MA and NY. Board voted on charitable filings — exact language of vote below

Nikhil: Robin should contact Marti Wrin at GI about a cheap copier.
Marc: Can the narrative be clearer about what is unrealized gain or loss of investment? Robin: Charitable registration is required for all with non-profit status, it very time-intensive and we need to think about the impact this will have on grantees and how we can be of assistance.

Fundraising
Malika: Gave overview of plans for ’08 and ’09. This year she will master current database systems and direct mail, and next year begin pursuing new strategies, like e-fundraising, planned giving, more donor relationship development. She gave an overview of Resist fundraising and return results — so far we are on track with budget expectations.

Diana: A July 4th Resist house party will happen at Kay’s. Christy will make a flyer this week, Robin will email grantees, Nikhil will take care of beverages, Yafreisy will do food, we need to continue to think about our own lists and networks (like act-ma etc). Diana will follow up.

Grants
Robin and Y went over redraft of application. Areas needed tinkering/rephrasing that board picked up for more discussion were the diversity and lobbying questions. The new draft was voted on and approved by the board.

Christy: This seems like a complicated, time intensive application (esp for $3000) although it could be useful for grantees’ other grant writing.
Marc: The answer is raising the grant awards!
Malika: I’m with Christy about the length though…we should find a time to chat about past decision-making around this, especially since there are new staff and board members.
Marc: Let’s talk but remember this is a 40 year history – a lot goes into it.
Robin: I ask that you sit with it as you get settled, then we can definitely revisit.
Miabi: Cool with me.
(emphatic nodding all around)
**Review/reflect/evaluate**
Melissa: Very impressed and happy to be here, taking it all in.
Robin: Always impressed with expertise, critical analysis, humor of this board
Marc: Used to dread these meetings but now looks forward to them – but he misses meeting in people’s houses…Aug at his place?
Jim: I was sleep-deprived but it STILL kept my attention!
Jen: Really happy to be here
Yafreisy: We’ve discussed this in the past: for committee business, should we just present items needing board action? Discussion ensued about there being new staff and board members at the moment, different levels of understanding, and about different ways to present info/action.

*Corporate Resolution - Charitable Registration*

**June 1, 2008**

Resolved, that the Board of Directors of RESIST, Inc. states that the information provided to any Secretary of State’s office for the purposes of charitable registration and contained in RESIST, Inc.’s audited financial statements and IRS 990 filing are true and accurate to the best of their knowledge.

Resolved, that Yafreisy Mejia, Secretary/Clerk, and Robin Carton, Director, Grantmaking and Finances, are Authorized Persons for the purpose of filing annual charitable registration reports for RESIST, Inc. Such transactions shall include the power to prepare, execute and deliver any instrument necessary to effectuate this authority.

Resolved, that Yafreisy Mejia, Secretary/Clerk, is authorized, from time to time, to certify the names and titles of RESIST’s officers, directors and staff and to notify any official as necessary when filing said reports.

Resolved, that Yafreisy Mejia, Secretary/Clerk, certify in writing that this resolution has been adopted and will remain in full force until a duly executed amendment is delivered to any Secretary of State’s office as necessary to maintain compliance with charitable registration requirements.
Multi-Year

Renewals

1. Jobs with Justice - Kentucky $3,000
1800 West Muhammad Ali Blvd., #2E, Louisville, KY 40203 Attica Scott 502/582-5454 www.kyjwj.org
Funding for year two of a multi-year grant to campaign for economic justice and workers’ rights.

Decision: Full
Comments:

2. The Interfaith Alliance of Idaho $3,000
P.O. Box 15893, Boise, ID 83715 Pam Baldwin 208/331-7028 www.tiaidaho.org
Funding for year two of a multi-year grant to work in faith-based communities examining the interrelations between racism, classism, sexism, and heterosexism in Idaho.

Decision: Full
Comments:

New

3. Economic Justice Coalition $3,000
P.O. Box 1225, Athens, GA 30603-0365 Linda Lloyd 706/549-1142 www.econjustice.org
Multi-year funding to educate the community about economic disparities and to work towards implementing living wage and health benefit policies.

Decision: Full
Comments:
Hell Yes! Grant and multi-year. Terrific references. Transition to most affected leadership. Cross-issue visions.

4. Human Dignity Coalition $3,000
P.O. Box 6084, Bend, OR 97708 Jenni Peskin 541/385-3320 www.humandignitycoalition.org
Funding to address issues of disability rights, sexism and homophobia in Central Oregon.

Decision: Full One Year Only
Comments:
One year only. No low income people seem to be involved in the group. Are starting groups in Latino communities- but no people of color on the Board.
General Support

Community Organizing/ Anti-Racism

5. Chelsea Latino Immigrant Committee $2,000
300 Broadway, Chelsea, MA 02150  Yessenia Alfaro  617/889-6080  www.chelseacollab.org
Funding to fight discrimination against immigrants and foster their full and equal voice in community decision-making.

Decision: Partial
Comments:
Award is pending receipt of financial statements. Committee has decision-making power, not Collaborative. Even though share staff and space, are separate control, reporting and decision-making powers. Keep asking for funding for a march- application does not address general support issues. Budget does not relate to actual work.

6. Critter Camp Exotic Pet Sanctuary
824 Church Street, German Valley, IL 61039  Beth Randall  815/266-1342  www.crittercamp.biz
Funding to provide care for unusual animals that no other rescue facility will harbor.

Decision: No
Comments:
While sanctuary movements are important- Critter Camp merely looks at cross-species, not cross-issue, organizing.

7. Ilé: Organizing for Consciousness-in-Action
Defer
PMB #117, 200 Avenue Rafael Cordero, #140, Caguas, PR 00725  Maria Reina-Pumarejo  787/671-4826
Funding for anti-racist community organizing and Latino/a development, primarily in Puerto Rico.

Decision: Defer
Comments:
Have a great analysis. Seem to have expanded beyond two people. A lot of language re: studying, but it is unclear where action occurs. Need financials and to speak with Yvette Modestin- who was going to work with them.

8. Proyecto Hondureño
P.O. Box 6095, Chelsea, MA 02150-0009  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: No
Comments:
Lost funding. Closed office. Doesn't seem to be more than Tito. Poor reference.

9. Sex Workers Outreach Project – USA
Defer
912 Cole Street, #2, San Francisco, CA 94117  Robyn Few  877/2004  www.swopusa.org
Funding for a national social justice network dedicated to the fundamental human rights of sex workers and their communities, focusing on ending violence and stigma through education and advocacy.

Decision: Defer
Comments:
Need references.
Health/AIDS/Disability Rights

10. Human Dignity Coalition
P.O. Box 6084, Bend, OR 97708 Jenni Peskin 541/385-3320 www.humandignitycoalition.org
Funding for accessibility grant to enable people with disabilities to attend Human Dignity functions in 2008.

Decision: No
Comments:
Funded in the past. For main event of the year. Trying to make it accessible. Doing ally work with groups engaged in disability rights organizing. Not clear where in the budget they are spending money on disability access.

Labor Rights

11. Damayan Migrant Workers Association $3,000
406 West 40th Street, 3rd Floor, New York, NY 10018 Ana Liza Caballes 347/589-9827 www.damayanmigrants.org
Funding to educate and organize Filipino domestic workers to fight for economic and immigrant rights.

Decision: Full
Comments:
Hell Yes! Grant. Work is creative and have a great analysis. Super references. Terrific collaboratons. Miabi is familiar with them and their work. The membership really leads the organization. They stand in solidarity with many groups and really get cross-issue organizing.

Media/Culture

12. Arlington West Film and Speakers Program $2,000
1302 N. Sweetzer Avenue, #203, Los Angeles, CA 90069 Peter Dudar 323/650-8166 www.arlingtonwestfilm.com
Funding to bring people with personal experience in the Iraq War together with youth who are targeted by military recruiters so that they can make educated decisions about military enlistment.

Decision: Partial
Comments:
Bringing vets and students together is a good strategy. Is more than a documentary company- also do the Speakers Bureau. Have an extensive teachers guide. Include in letter questions regarding how youth are involved in the organization and how they do follow up after the presentations.

Peace/Anti-Militarism

13. Appalachian Peace and Justice Network $1,500
18 North College Street, Athens, OH 45701 Jennifer McClung 740/592-2608 www.apjn.org
Funding to engage in peace and anti-war organizing in Appalachian Ohio.

Decision: Partial
Comments:
Use conflict resolution as a vehicle for getting into the schools. Use it as a way of breaking the "school house to jailhouse" cycle.
14. Eugene PeaceWorks
454 Willamette Street, #205, Eugene, OR 97401 Phil Weaver 541/343-8548 www.eugenepeaceworks.org
Funding to work locally for global peace and environmental justice through direct action and mutual empowerment.

Decision: Defer
Comments: References are not strong. Have an interesting two-pronged media strategy. Skirt diversity issues. Need more local references.

15. Veterans for Peace - St. Louis
216 S. Meramec Ave, 1st Flr., St. Louis, MO 63105 Cherie Eichholz 314/397-5356 www.donconnerschapter.org
Funding for a peace group advocating to stop the Iraq war and educate the public about the real financial and human cost of war.

Decision: Partial
Comments: Not a great political analysis. Cost of war cards and play regarding PTSD are good ideas.

16. Wisconsin Network for Peace and Justice
122 State Street, #402, Madison, WI 53703-2500 Judy Miner 608/250-9240 www.wnpj.org
Funding to work for peace and justice in Wisconsin.

Decision: Partial
Comments: Groups that are members are diverse - even if Board is not. Are beginning racial justice workshops.

Prisoners Rights

17. Critical Resistance - New York City
976 Longwood Avenue, Bronx, NY 10459 Damien Domenack 718/676-1660 www.criticalresistance.org
Funding to challenge New York’s reliance on prisons and police as an answer to social and economic problems.

Decision: Full
Comments: Mike Reigel Tribute Grant. Good diversity, but unclear where youth voice is. Miabi is familiar with their work. Seem to be doing more base-building in the Bronx right now.

18. Texas Coalition to Abolish the Death Penalty
2709 S. Lamar Blvd., #109, Austin, TX 78704 Bob Van Steenburg 512/441-1808 www.tcadp.org
Funding to end the use of capital punishment in Texas through education and action.

Decision: No
Women's Rights

19. **Incite!Denver** $2,000
3424 Marion Street, Denver, CO 80205  Lisa Calderon 720/933-7764  www.incite-national.org
Funding to end violence against women of color through direct action, critical dialogue, and grassroots organizing.

Decision: Partial
Comments: Mixed references. They know what the issues are, but do not have a great set of strategies. Seems mostly a conference at this point. Incite!National will provide them with good resources. Ask for more information about on-going strategies beyond forums and conferences in letter and Progress Report.

Youth

20. **Arts for Action** Defer
4225 Saviors Road, #2, Oxnard, CA 93033  Canek Pena-Vargas 805/658-0810  www.artsforaction.org
Funding to engage local youth in economic, environmental and social justice projects impacting their communities.

Decision: Defer
Comments: Defer. Seem to have energy, but no recent local references.

21. **Parents & Youth United for a Better Webster County** $2,000
506 Gibson Street, Eupora, MS 39744  Cherraye Oats 662/258-4532  cherraye02006@yahoo.com
Funding to empower the local African-American community to work against racial discrimination in public schools and the criminal justice system.

Decision: Partial
Comments: Terrible application, but great references. Take a chance.

22. **Youth Against War and Racism** $2,000
3024 Chicago Avenue S, #1, Minneapolis, MN 55407  Tyrone Moore 651/210-5342  www.yawr.org
Funding to organize high school students to oppose the war in Iraq and school-based military recruitment.

Decision: Partial
Comments: Good school board victory allowing them to table next to military recruiters. Great references.

TA

23. **Reflect and Strengthen** $500
1446 Crawford Street, Dorchester, MA 02121  Roselyn Berry 617/442-2355  www.reflectandstrengthen.org
To attend a ten week intensive organizing program put on by the School of Unity and Liberation (SOUL).

Decision: Full
24. Center for Artistic Revolution
P.O. Box 2300, North Little Rock, AR 72114 Randi Romo 501/244-9690 www.artisticrevolution.org
Emergency funding to implement the "ALL Families Matter" campaign opposing conservative foster care and adoption legislation.

Total Number of Grants: 18 general support grants; 4 multi-year grants; 1 emergency grant;
Total Amount Requested: 1 TA Grants; 14 not on agenda
Total Allocation for Cycle: $64,000
Total Grants: $66,640
Total Grants: $23,500 general support grants; $9,000 multi-year grants; $500 TA Grants
Total Allocated: 500 Emergency Grant
Total # of Grants Allocated: $33,500
Total # of Grants: 11 general support grants; 3 multi-year grants; 1 TA Grant; 1 Emergency
Total # of Grants: Grant
Mike Reigel Tribute Grant: Critical Resistance – New York City
Hell Yes! Grants: Economic Justice Coalition, Damayan Migrant Workers Association
Not On The Agenda

1. Casino-Free Philadelphia
230 North 2nd Street, Philadelphia, PA 19140  Daniel Hunter  215/500-6030  www.casinofreephiladelphia.org
Funding to block casinos from being built in Philadelphia.
**Reason:** Not a RESIST grant application form. Issue can get mainstream funding. Perhaps steer them to other funding.

2. Colorado Committee on Africa and the Caribbean
5161 Thrill Place, Denver, CO 80207  Annette Walker  303/329-5881
Emergency funding to protest investments in Darfur at the national shareholders meeting for Fidelity Investments.
**Reason:** Meeting has been planned for months. Not an emergency. Group has been turned down three times before. Not a RESIST grant application.

3. Community Alliance for Global Justice
606 Maynard Avenue S, #252, Seattle, WA 98104  Heather Day  206/405-4600  www.seattleglobaljustice.org
Funding to work locally for global justice through organizing for healthy and just food economies.
**Reason:** Still a majority-white middle-class organization that claims to act as an ally. Diversity chart is confusing. Grant is for a specific project. Have shifted their focus from the past. Not clear where links are to migrant worker organizing groups in the area- other than a conversation with them about direction. Denied for funding by most progressive colleagues since 2005. Have the language, but do not seem to have the work to back it up.

4. Connect4Change South Asia
34 Spruce Court #104, Clifton, NJ 07014  Balamurli Natarajan  973/928-3918  aman818@gmail.com
Funding to connect youth who have grassroots organizing experience with radical organizations in South Asia.
**Reason:** Are they really YSS? If not, why did they include the years RESIST has funded YSS but did not include YSS's last financial statement? Are looking to place students for internships in South Asia- but no follow up when they return. No significant domestic work.

5. Direct Action to Stop the War Video Collective
484 44th Street, Oakland, CA 94609  Jonathan Stribling  310/866-5026  www.shutdownthemovie.com
Funding to organize screenings that will mobilize people to demonstrate against the Republican and Democratic Conventions.
**Reason:** No organizing. Only three videographers.

6. Forgotten People
P.O. Box 73, Tonalea, AZ 86044  Billy Reese Key  928/283-6567  www.forgotten-people.org
Funding to advocate for the Dine' peoples' rights to land and water resources of the Navajo Nation in Arizona, and for indigenous peoples' rights more broadly.
**Reason:** Most of work is social service. Formed a CDC. Sovereign Dineh Nation was denied a grant in 1999, but Dineh Alliance (which appeared to be the same thing) was funded in 1994. Not clear if this is the same group- says SDN has been re-branded as FP- or a spin-off. Small budget for what seem to be extensive works. Not connected to Seventh Generation Fund.

7. Forum for Understanding Prisons (FFUP)
29631 Wild Rose Drive, Blue River, WI 53518  Peggy Swan  608/536-3993
Funding to provide aid to individual prisoners and their families and to focus public attention on the need to reform the criminal justice system.
**Reason:** No regular meetings. Lapsed projects like their newsletter. Have major plans for expansion in the coming year. Can they achieve these goals? How much is their work just two organizers?
8. Madison Area Grassroots Leadership College
1321 E. Mifflin Street, #201, Madison, WI 53703  Amy Mondloch  608/441-0085
Funding to develop grassroots leadership skills and bridge differences between people.
**Reason:** Don't seem to be partnering with peer group grantees in area. Large budget for a very small group. Got funding from United Way and City of Madison. Not particularly radical in orientation.

9. Mass-Care
33 Harrison Avenue, 5th Floor, Boston, MA 02111  Benjamin Day  617/723-7001  www.masscare.org
Funding to build the movement in Massachusetts for comprehensive, effective health care based on the "single payer" model.
**Reason:** Started in 1995. Still not diverse- 47 white and 4 people of color on advisory board. All white staff and elected officers. Majority of leadership of coalition partners are white. Should be able to get funding from a wide range of sources. Issue is important but there is no radical health care analysis.

10. National Organization to End the Wait Lists
P.O. Box 411, Parker, CO 80134  Denver Fox  303/773-3890  www.noewait.net
Funding to advocate for the elimination of long waitlists for services and to increase appropriate services for people with intellectual and developmental disabilities.
**Reason:** Began in January 2008. Service and advocacy oriented. Access to mainstream funds a possibility. Limited answers to domestic/foreign policy questions. No collaborations as yet. No people with disabilities among board members or in leadership. Come back when directly affected people are in leadership.

11. Plowshare Peace and Justice Center
1402 Grandin Road SW, #203, Roanoke, VA 24015-0367  Gary Sandman  540/985-0808
Funding to organize vigils, workshops and other events in Western Virginia in order to create a more just world.
**Reason:** No budget or financial statement. Very slim application. Work seems unconnected to a larger vision/campaign. Very limited work for a 25 year old organization. Still very white. Come back with a more detailed evaluation.

12. RNC "Welcoming" Committee
Funding for an anarchist/anti-authoritarian group whose primary goal will be to provide housing, food, medical care, legal support and transportation to groups who will be protesting the RNC.
**Reason:** No contact people listed. Unclear if work will be on-going or where organizing will happen. References are groups rejected in the past. Budget is $65,000 with no solid fundraising plan. No diversity information on people in leadership positions.

13. San Francisco Dyke March
3543 18th Street, #2, San Francisco, CA 94110  Happy Hyder  415/310-3018  www.thedykemarch.org
Funding for an annual march organized to support dyke identity and those who are questioning and/or challenging gender.
**Reason:** Mostly just a march. Question #11 was not very good. Not clear if an accessibility grant or a general support grant. No other on-going work.

14. Workers Project, Inc.
1520 Profit Drive, Fort Wayne, IN 46808-1173  Cheryl Hitzemann  260/482-5588
Funding to empower working people to fight for their rights through collective action.
**Reason:** Workers Center was unable to be maintained. Refer to "disgruntled workers" who contact them as primarily people of color who cease participating after workplace issues are resolved. Poor answers re: women, gbtq people. $5,000 budget surplus in 2007.
Fundraising Returns '08
Up $4,295 from budget

MARCH RENEWAL – down $1,560 from budget

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NEWSLETTER & T-SHIRT – up $5,300

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Total for Newsletter & T-Shirt  $18,671.51 $53.42 321

PLEDGE LETTER – down $4,984 at this point
2008 Total Committed $44,910.95

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Total for Pledge $4,018.04 $289.75 150

MARCH ACQUISITION – up $5,539

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Total Acquisition    $20,599.93 $30.61 52193 668 1%
Total New Donors     $14,157.93 $30.32 52193 466 1%

NEW DONOR GIVING LEVEL

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Resist

June 1, 2008

TO: Board
FR: Executive/Personnel Committee
RE: Staff evaluations

The Executive Committee is in the middle of staff evaluation process - Diana joined us as a fourth non-staff Board member to replace Yafreisy. Over the past several weeks the committee met to outline the process, review evaluation forms, make assignments for one-on-one interviews, communicate and meet with staff, write draft reports, and discuss.

We completed Robin and Yafreisy's evaluations, and are still in process re. Malicka and Christy. Our process requires two evaluations for new staff in order for the committee to make a recommendation re. permanent position and voting. Normally it's a six month timeframe, but because we started the process this spring, the timeframe is being extended.

Learnings: We have a terrific staff. There is much to do in the office. During the transition period, Board needs to support them consistently and specifically. With this in mind, members of the personnel committee - Diana and Marc - are meeting with staff this coming week to assess how we (the Board) can provide optimal support for all staff.
Communications Committee Meeting
April 30, 2008

Present: Carol, Diana, Abby, Christy (notes)

AGENDA
Upcoming Newsletter Topics
Online communications work and fundraising
Newsletter design and content

UPCOMING NEWSLETTER TOPICS

Brainstorm:
Factors influencing the food crisis
   Ethanol, population growth, trade policy
   Do we have grantees working on this?
   Nikhil would be a great resource

Housing
   Innovation in cities. Housing and foreclosures.
   Right to the City new coalition. ACORN. City Life/Vida Urbana’s recent
   work around housing. Stephanie Greenwood (friend of Abby’s).
   What grantees work on this issue?

These ideas could be opportunities to invite grant applications as we do outreach for
writers on the topic.

Idea: what about doing an issue on the top issues that we’re not funding?
Housing and food fall in this category. So do alternative media, art and politics, privacy
issues, Katrina recovery, sex worker groups, Native American organizers.

Another twist on this idea would be to make “what we’re not hearing about in funding
applications” a regular part of the newsletter – using this platform to invite more
applications.

Other issue ideas:
   What would our advice be to the new administration?
   What are our top priorities? Core things for reversing what Bush admin
   has done. We could poll different folks and invite various people to
   answer these questions in a couple hundred words each. This would not be
   a wish list but concrete next steps to take.

   We could make this our Jan/Feb issue for 2009 – instead of a year in
   review piece, it’s a looking-forward focus.
We also discussed the issue that raised interest at our last meeting: prisons. We decided to use this topic, prisons, and housing as our next two newsletter topics. Christy will sit down with Robin to brainstorm about grantees working on these things – this will help us determine which to tackle first, although a couple of us felt housing seems more pressing.

Discussion about how we can work to get the January newsletter out in early January, not late January or early February. Working to push up the schedule to December so we could get it out early this year. We should revisit this at a later communications meeting.

ONLINE COMMUNICATIONS WORK & FUNDRAISING

How can we make more systematic use of our website?

Brainstorm:
-- Profile a new grantee with every newsletter cycle
-- Include testimonials from folks who’ve put RESIST in their wills
-- Featuring a NL article on the front page.

This led us into a longer discussion about front page content. It’s very static now, and everyone felt that making it less so could really increase traffic at our site. Christy will touch base with Damien about possibilities for making the front page less static.

We also discussed website design. A couple of folks find the design quite off-putting, although we all agreed that in general it is easy to navigate and find stuff. Christy will talk with Damien about design as well.

Should we explore more aggressive things? (Our webpage is passive, but e-news is more aggressive, actually showing up in people’s inboxes).

Thinking about our site as more of a resource – when grantees get press we can link to it. Adding a “Grantees in the News” section to the site would be good. Staying in better touch with grantees could facilitate this.

NEWSLETTER DESIGN & CONTENT

Profiling grantees in NL
We liked the idea of profiling a grantee in each NL. We would write this piece, though, not the grantee.

One idea is to profile a grantee every time the board awards a “hell yes” grant. Christy will follow up with Robin about the most recent recipient and the board discussion about how many “hell yes” grants can be awarded per year.

Adding color to NL
Christy’s been in touch with Red Sun Press about adding color to our NL. It seems like it would add a little over $200 to the printing cost per issue. Christy had a few samples of NLs with color that RSP prints. Folks liked the idea of adding color and preferred the look of bleed vs no bleed.

Abby recommended that I get in touch with Debbie Hird, who does layout for PRA’s newsletter.

Christy will come up with some design options and send these to the communications committee (after the upcoming issue sent to the printer). Once we’ve narrowed down our ideas, Christy will get in touch with Debbie about getting input on design. Perhaps we could hire her as a one-time consultant on our design shift.

Other design ideas
More pull quotes
Bigger photos

GRASSROOTS INTERNATIONAL COMMUNICATIONS AUDIT

Carol’s been working with GI on a large-scale communications audit. They’ve noticed a gap in their press and media strategy, or a lack of media strategy. Some interesting things Carol and GI have learned:

-- in general people/donors/supporters don’t go to webpages
-- people/donors/supporters want to hear more from partners – it’s there on the website but people aren’t finding it, so marketing the info so that people know it’s there is key.
-- organizations should be showing up on search engines
-- organizations need to actually be saying something

We talked about something RESIST can offer to our readers/supporters/donors is a real connection to people doing the work of social change, hearing their analysis and specifics of organizing – not the broad, wonky policy stuff that people can get in many other places. How do we build on this strength?
RESIST Finance Narrative
January 1, 2008, to April 30, 2008
Accompanies Statement of Net Assets and Statement of Activities

BIG PICTURE

Our net income (income less expenses) for January 1, 2008, through April 30, 2008, was a loss of about $100,922. In our annual budget for this time period, we expected to have a net loss of $68,762.

Income is higher than expected by $6,425. Expenses are approximately $38,584 more than anticipated. This means we have a difference of approximately $32,159 between where we expected to be at this time and where we actually are. For the most part, expenses reflect an increase in personnel costs of approximately $15,632, general and administrative expenses of about $9,708, and grant awards of $9,590.

Bottom line: Based on these figures, the Finance Committee recommends that the grant allocations be reduced by approximately $10,000.

STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately $601,647. This is about $23,887 less than we had in 2007. The decrease in assets is primarily due to: 1) higher than expected expenses for this period in time.

STATEMENT OF NET ACTIVITIES (ITEM B)

Revenue:

Revenue is about $6,425 higher than budgeted: $163,152 actual vs. $156,727 in the budget.

Gifts and Pledges: $12,409 higher than budgeted

- Internal mailing contributions are approximately $1,560 less than budgeted. Income from the pledge program is approximately $4,984 lower than expected and appeals to current donors are $1,876 lower than expected. However, revenue from the Newsletter of $5,300 more than expected offsets these losses.

- Prospect mailing contributions are 5,539 higher than expected.

- Special Contributions are $8,066 higher than budgeted. Unsolicited contributions were higher than expected ($8,016 over budget). This is primarily due to an anonymous donation of almost $13,000 received through the Tides Foundation.
Investment Income: $5,380 less than budgeted

- Interest and dividends are $2,974 higher than budgeted.
- Realized gains or losses on the sale of investments are $2,431 more than budgeted.
- Unrealized gains or losses on investments are $10,784 less than budgeted.

Expenses:

Expenses are about $37,795 more than budgeted: $263,284 actual vs. $225,489 in the budget.

Fundraising expenses: $578 more than budgeted

- Internal mailing costs are about $1,894 more than the budgeted amount. This reflects payment for the costs of the ABC/House mailing sooner than expected.

- Prospect mailing costs are $1,884 less than expected.

- Other Fundraising Costs are approximately $568 more than expected due to increased postage costs sooner than anticipated.

Program expenses: $11,586 more than budgeted

- Grants Program expenses are $257 less than budgeted. General support grants are over budget by $8,800.

- Newsletter costs are $3,040 more than budgeted. This reflects increased printing costs as a result of an increase in subscribers.

- Web site expenses are $4 more than budgeted.

Administrative Expenses: $25,630 more than budgeted

- General and administrative expenses are $9,708 more than budgeted. This reflects the timing of payment for accounting fees, an increase in costs for supplies and minor office equipment as a result of having new staff, and postage for donor mailings.

- Personnel and health insurance expenses are $15,632 more than budgeted. This primarily reflects Carol’s severance package and higher payroll taxes and insurance due to the staff size increase.
<table>
<thead>
<tr>
<th></th>
<th>Apr 30, 08</th>
<th>Apr 30, 07</th>
<th>$ Change</th>
<th>% Change</th>
</tr>
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<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Checking/Savings</td>
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<td></td>
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<tr>
<td>Wainwright Bank</td>
<td>40,960.18</td>
<td>95,134.84</td>
<td>(54,174.66)</td>
<td>(56.95%)</td>
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<td>Total Checking/Savings</td>
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<td>(56.92%)</td>
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<td>Accounts Receivable</td>
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<td></td>
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<tr>
<td>Accounts receivable</td>
<td>0.00</td>
<td>916.69</td>
<td>(916.69)</td>
<td>(100.0%)</td>
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<td>Grants Receivable, Current</td>
<td>10,000.00</td>
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<td>0.00</td>
<td>0.0%</td>
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<tr>
<td>Grants receivable, Non-Current</td>
<td>0.00</td>
<td>10,000.00</td>
<td>(10,000.00)</td>
<td>(100.0%)</td>
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<tr>
<td>Total Accounts Receivable</td>
<td>10,000.00</td>
<td>20,916.69</td>
<td>(10,916.69)</td>
<td>(52.19%)</td>
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<tr>
<td>Other Current Assets</td>
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<tr>
<td>Investments</td>
<td>537,666.32</td>
<td>496,254.27</td>
<td>41,412.05</td>
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<td>Inventory T-shirts</td>
<td>2,733.14</td>
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<td>Prepaid expenses</td>
<td>3,854.51</td>
<td>4,062.22</td>
<td>(207.71)</td>
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<td>Total Other Current Assets</td>
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<td><strong>Total Current Assets</strong></td>
<td>595,264.15</td>
<td>619,151.16</td>
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<td>(3.86%)</td>
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<tr>
<td><strong>Fixed Assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>15,064.68</td>
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<td>0.0%</td>
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<td>Accum depr leasehold imp</td>
<td>(12,443.45)</td>
<td>(12,443.45)</td>
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<td>Furniture, fixtures, &amp; equip</td>
<td>17,198.34</td>
<td>17,198.34</td>
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<td>0.0%</td>
</tr>
<tr>
<td>Accum depr of furn &amp; fix</td>
<td>(15,667.09)</td>
<td>(15,667.09)</td>
<td>0.00</td>
<td>0.0%</td>
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<tr>
<td>Total Fixed Assets</td>
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<tr>
<td><strong>Other Assets</strong></td>
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<td></td>
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<td></td>
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<tr>
<td>Deposits</td>
<td>2,230.00</td>
<td>2,230.00</td>
<td>0.00</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Total Other Assets</strong></td>
<td>2,230.00</td>
<td>2,230.00</td>
<td>0.00</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>601,646.63</td>
<td>625,533.64</td>
<td>(23,887.01)</td>
<td>(3.82%)</td>
</tr>
<tr>
<td><strong>LIABILITIES &amp; EQUITY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Accounts payable</td>
<td>3,675.04</td>
<td>2,448.91</td>
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<td>Grants payable</td>
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<td>81,000.00</td>
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<td>0.0%</td>
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<tr>
<td>Total Accounts Payable</td>
<td>84,675.04</td>
<td>83,448.91</td>
<td>1,226.13</td>
<td>1.47%</td>
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<tr>
<td>Credit Cards</td>
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<tr>
<td>Wainwright credit card</td>
<td>404.16</td>
<td>146.45</td>
<td>257.71</td>
<td>175.97%</td>
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<tr>
<td>Total Credit Cards</td>
<td>404.16</td>
<td>146.45</td>
<td>257.71</td>
<td>175.97%</td>
</tr>
<tr>
<td>Other Current Liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued payroll and taxes</td>
<td>8,229.66</td>
<td>6,719.79</td>
<td>1,509.87</td>
<td>22.47%</td>
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<td>Insurance Payable</td>
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<td>217.87</td>
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<td>Payroll Liabilities</td>
<td>6,406.14</td>
<td>3,385.23</td>
<td>3,020.91</td>
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<td>Security deposits held</td>
<td>1,750.00</td>
<td>1,750.00</td>
<td>0.00</td>
<td>0.0%</td>
</tr>
<tr>
<td>Total Other Current Liabilities</td>
<td>16,603.67</td>
<td>12,072.89</td>
<td>4,530.78</td>
<td>37.53%</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>101,682.87</td>
<td>95,668.25</td>
<td>6,014.62</td>
<td>6.29%</td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fund balance general</td>
<td>600,885.57</td>
<td>555,001.25</td>
<td>45,884.32</td>
<td>8.27%</td>
</tr>
<tr>
<td>Net Income</td>
<td>(100,921.81)</td>
<td>(25,135.86)</td>
<td>(75,785.95)</td>
<td>301.51%</td>
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<tr>
<td>Total Equity</td>
<td>499,963.76</td>
<td>529,865.39</td>
<td>(29,901.63)</td>
<td>(5.64%)</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; EQUITY</strong></td>
<td>601,646.63</td>
<td>625,533.64</td>
<td>(23,887.01)</td>
<td>(3.82%)</td>
</tr>
<tr>
<td>SUPPORT AND REVENUES</td>
<td>Jan - Apr 08</td>
<td>YTD Budget</td>
<td>$ Over Budget</td>
<td>% of Budget</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>--------------</td>
<td>--------------</td>
<td>---------------</td>
<td>-------------</td>
</tr>
<tr>
<td><strong>Gifts and Pledges</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internal Mailings</td>
<td>95,260.73</td>
<td>96,821.00</td>
<td>(1,560.27)</td>
<td>98.39%</td>
</tr>
<tr>
<td>Prospecting</td>
<td>34,539.03</td>
<td>29,000.00</td>
<td>5,539.03</td>
<td>119.10%</td>
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<tr>
<td>Special contributions</td>
<td>31,085.04</td>
<td>23,019.00</td>
<td>8,066.04</td>
<td>135.04%</td>
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<tr>
<td>Special Events Income</td>
<td>365.00</td>
<td>0.00</td>
<td>365.00</td>
<td>100.00%</td>
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<tr>
<td><strong>Total Gifts and Pledges</strong></td>
<td><strong>161,249.80</strong></td>
<td><strong>148,840.00</strong></td>
<td><strong>12,409.80</strong></td>
<td><strong>108.34%</strong></td>
</tr>
<tr>
<td><strong>Investment Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest and Dividend Income</td>
<td>6,810.21</td>
<td>3,836.64</td>
<td>2,973.57</td>
<td>177.51%</td>
</tr>
<tr>
<td>Realized gain or loss</td>
<td>2,598.45</td>
<td>167.00</td>
<td>2,431.45</td>
<td>1555.96%</td>
</tr>
<tr>
<td>Unrealized gain (loss)</td>
<td>(8,082.80)</td>
<td>2,701.40</td>
<td>(10,784.20)</td>
<td>-299.21%</td>
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<tr>
<td><strong>Total Investment Income</strong></td>
<td><strong>1,325.86</strong></td>
<td><strong>6,705.04</strong></td>
<td><strong>(5,379.18)</strong></td>
<td><strong>19.77%</strong></td>
</tr>
<tr>
<td><strong>Other Support and Revenue</strong></td>
<td>(213.50)</td>
<td>1,182.00</td>
<td>(1,395.50)</td>
<td>-18.06%</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUES</strong></td>
<td><strong>162,362.16</strong></td>
<td><strong>156,727.04</strong></td>
<td><strong>5,635.12</strong></td>
<td><strong>103.60%</strong></td>
</tr>
</tbody>
</table>

| FUNCTIONAL EXPENSES                     |              |              |               |             |           |
| Fundraising Costs                        |              |              |               |             |           |
| Internal Mailing Costs                   | 8,435.98     | 6,542.00     | 1,893.98      | 128.95%     | 24,400.00 |
| Prospecting Mailing Costs                | 23,466.32    | 25,350.00    | (1,883.68)    | 92.57%      | 50,700.00 |
| Other Fundraising Costs                  | 821.51       | 253.75       | 567.76        | 323.75%     | 4,025.00  |
| **Total Fundraising Costs**              | **32,723.81**| **32,145.75**| **578.06**    | **101.80%** | **79,125.00**|
| Program Services                         |              |              |               |             |           |
| Grants                                   | 85,850.00    | 77,050.00    | 8,800.00      | 111.42%     | 272,100.00|
| Grants Program                           | 1,091.88     | 1,349.00     | (257.12)      | 80.94%      | 3,800.00  |
| Newsletter Costs                         | 14,225.58    | 11,186.00    | 3,039.58      | 127.17%     | 33,500.00 |
| Website & Internet                       | 588.75       | 585.00       | 3.75          | 100.64%     | 1,750.00  |
| **Total Program Services**               | **101,756.21**| **90,170.00** | **11,586.21** | **112.85%** | **311,150.00**|
| Administrative Costs                     |              |              |               |             |           |
| Personnel                                | 96,020.70    | 80,388.36    | 15,632.34     | 119.45%     | 241,149.00|
| General and Administrative               | 29,999.56    | 20,291.36    | 9,708.20      | 147.84%     | 75,631.00 |
| Misc expenses                            | 2,266.79     | 1,869.00     | 397.79        | 121.28%     | 0.00      |
| Board Expense                            | 516.90       | 625.00       | (108.10)      | 82.70%      | 1,865.00  |
| **Total Administrative Costs**           | **128,803.95**| **103,173.72**| **25,630.23** | **124.84%** | **318,645.00**|
| **TOTAL FUNCTIONAL EXPENSES**            | **263,283.97**| **225,489.47**| **37,794.50** | **116.76%** | **708,920.00**|

| CHANGE IN NET ASSETS                     | (100,921.81) | (68,762.43) | (32,159.38) | 146.77%     | (71,970.00) |
| EXTRAORDINARY DONATIONS                  | 0.00         | 0.00        | 0.00         | 0.00        | 30,000.00   |
| **TOTAL INCREASE (DECREASE) IN NET ASSETS | (100,921.81) | (68,762.43) | (32,159.38) | 146.77%     | (41,970.00) |
| **NET ASSETS, BEGINNING OF YEAR**        | 600,886.00   | 600,886.00  | 600,886.00   |             | 600,886.00  |
| **NET ASSETS, END OF YEAR**              | 499,964.19   | 532,123.57  | 568,726.62   | 83.20%      | 558,916.00  |
Finance Committee Minutes
May 29 2008
Jim, Robin, Yafreisy, Malika, Melissa
Absent: Catherine

1. Review of Financial Statements

See Finance Narrative. Big picture: we are roughly $32,000 over income for where we budgeted, and we are overspending by about $40,000. We are roughly 16,000 over in personnel, 10,000 over in admin, 10,000 over in grant awards. This is due to a few factors: for personnel, the budget underestimated Carol’s severance package. For grants, we have been consciously overspending for grants for the last two cycles. General administrative expenses have been up for new staff, and will go up further for the copier by $6-10,000 dollars. Our revenue is 7,000 higher than expected. The pledge is 5,000 lower than expected because pledge mailings have gone out late, the newsletter has offset this by 5,300 more than expected. The bulk of gifts have been from prospect mailings and the newsletter. Special contributions are up by 8,066 – this is mostly because of a gift from an anonymous donor through Tides. Jim suggested that the expenses section of the narrative spotlight when an increase or decrease is due to timing and the flexibility of the budget, versus when there has been an unusual trend worth investigating. The finance committee agreed to propose to the board this Sunday to use $10,000 less for grants this cycle. The finance committee will also need to give the board the heads up that personnel line item will increase further because Christy will shift from the single to family plan this fall. Melissa Carino will email Robin with a contact for a potentially cheap photocopier.

2. Recommendations for Adjustments to Budget

Mid-course corrections will happen in June, and depending on the board vote, we may be under-allocating grants by $10,000 for the June cycle.

2. Charitable Filing Status

We have to file in every state every year, and it remains a process for’ 08. We have been accepted by 20 states and have more work to do for the rest. The finance committee will propose to the board to pass a uniform resolution stating that to the best of their knowledge, tax filing and information being provided to regulatory authorities is accurate, so that we can include this in our finance reports.

4. Audit report

We have filed the 990 in MA and NY. Our auditor, Linda, has sent adjustments to Meredith who is updating Quickbooks. Next year, we will need to start the audit process sooner because the March/April charitable filing process is so time-intensive.
5 Three-Five Year Financial Plan.

We are beginning planning for a three-five year financial plan. We will begin by looking closely at numbers from the last three years. At the next finance committee meeting we will section off line items to be delegated to several committees for more investigation: the fundraising committee, the grants committee and the finance committee – so that each committee can begin planning a three-five year vision.

6. Fundraising Report

Malika gave an overview of fundraising for the finance committee, explaining that the bulk of our income comes from acquisition, renewal, pledge and newsletter mailings, and that the plan is to continue these systems for the rest of ’08 and to pursue additional strategies in ’09 and after. Malika will bring exact figures to the next finance committee meeting about how many new donors we have, what the averages are for new donor contributions, as well as what the rate of return is for each type of mailing. The fundraising committee is planning a house party with a goal of $1,000 and 20 new donors.

7. Next Meeting

Depending on when Catherine can meet, we will tentatively plan for Thursday 7/17 or Friday 7/18 at 10am.
RESIST Fundraising Committee Meeting: May 15, 2008

Present: Christy, Malika, Carol, Diana
Absent: Marc

Malika gave an overview of the misunderstanding between expectations of starting five new fundraising initiatives, as originally voted on by the board for ’08 (and included in the board narrative), vs. focusing for the first year on mastering existing systems. Mastering existing systems was to replace the original board vote on new initiatives, which was established by the hiring committee when hiring Malika (given her background and experience). Evaluations have helped clarify for the fundraising committee, the staff and Malika that the focus for ‘08 is mastering the systems -- putting everyone on the same page. Malika says she feels a sense of relief, as well as great support from the staff and committee moving forward.

Carol: Is there anything you need from us, as a committee?

Malika: FR committee and board members can do concrete actions, research but not work that would mean I would need to coordinate new campaigns…that will have to wait until next year.

Diana: Can board members do any of the tasks they volunteered for in the board survey without creating more work for you?

Christy: Write thank you notes for ten minutes during board meetin?.

House parties? Kay and Carol and Diana will have a house party: a prospecting house party. Barbecue in Kay’s back yard, tentatively July 4th …fireworks at Kay. Goal: $1000 and 20 tentative new members.

Carol: Idea about major donors. Has been difficult in the past. Goal for 2008: Buddy system: every board member gets two or three major donors. They write after every board meeting to tell them about news that relate to them.

Carol will also go through major donor list with Malika and try to match people up. Next Thursday or Friday, May 22 or 23rd.
Christy: Maybe send an email - Diana will send an email to Board members explaining Carol’s matchmaking.

Office tasks: Database entry for six major mailings a year. June one is about to go out. Malika will ask Jim for help.

Kay suggested using Liz Elia’s program: people with Down’s Syndrome go to non-profits to do tasks like shredding. Kay will get dates from Malika about shredding. (Resist doesn’t pay; Elia’s program does.)

Planned giving testimonial on website: one from Phil Schleimer, who gave half a million. Malika and Carol when they go over major donor will also identify donors who may have included Resist in their wills.

Look at GLAD’s website and use their testimonial info.

Buzz suggested every newsletter includes a reference to a will.

Kay’s slogan: “Resist Forever: Remember Resist in Your Will.” Carol had some other shady suggestion, like Up From the Grassroots…Forever.”
1. Weeding
13 proposals were weeded out. There will still be 23 proposals in the cycle, including two multi-year grant renewals.

2. Review Proposed General Support and Multi-Year Applications
The Committee went over the applications and made changes and suggestions. (See attached) There needs to be more information that makes it clear who RESIST is funding and how not to re-create the sense of being in the minority again for people of color who fill out the application. Particularly in Question 8 and 11. How do people express the ways in which they are an ally. This may need to require a larger discussion on the part of the Board.

Robin will send the new version of the applications out and ask for a response in a reasonable timeframe so that it can be posted on the web.

3. Political Discussion for June
What are the ways that effective organizing strategies are used in different communities and how does this impact RESIST’s decision-making about funding?
Carmen will lead this discussion and Robin will look for articles to support it.

- 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
July 16 9:30 a.m.
September 17 9:30 a.m.
November 19 9:30 a.m.

6. Next Meeting
July 16th at 9:30
Topics for next meeting:
  a. Develop a policy for how to deal with budget discrepancies or incomplete budget information
  b. Develop a policy for how to deal with budget discrepancies or incomplete budget information

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.
June 2008
Grant Committee
Screening Decisions

1. Casino-Free Philadelphia
230 North 2nd Street, Philadelphia, PA 19140 Daniel Hunter 215/500-6030 www.casinofreephia.org
Funding to block casinos from being built in Philadelphia.

Decision: No
Comments: Not a RESIST grant application form. Issue can get mainstream funding. Perhaps steer them to other funding.

2. Community Alliance for Global Justice
606 Maynard Avenue S, #252, Seattle, WA 98104 Heather Day 206/405-4600 www.seattleglobaljustice.org
Funding to work locally for global justice through organizing for healthy and just food economies.

Decision: No
Comments: Still a majority-white middle-class organization that claims to act as an ally. Diversity chart is confusing. Grant is for a specific project. Have shifted their focus from the past. Not clear where links are to migrant worker organizing groups in the area- other than a conversation with them about direction. Denied for funding by most progressive colleagues since 2005. Have the language, but do not seem to have the work to back it up.

3. Connect4Change South Asia
34 Spruce Court #104, Clifton, NJ 07014 Balamuri Natarajan 973/928-3918 aman818@gmail.com
Funding to connect youth who have grassroots organizing experience with radical organizations in South Asia.

Decision: No
Comments: Are they really YSS. If not, why did they include the years RESIST has funded YSS but did not include YSS's last financial statement? Are looking to place students for internships in South Asia- but no follow up when they return. No significant domestic work.

4. Direct Action to Stop the War Video Collective
484 44th Street, Oakland, CA 94609 Jonathan Stribling 310/866-5026 www.shutdownthemovie.com
Funding to organize screenings that will mobilize people to demonstrate against the Republican and Democratic Conventions.

Decision: No
Comments: No organizing. Only three videographers.

5. Forgotten People
P.O. Box 73, Tonalea, AZ 86044 Billy Reese Key 928/283-6567 www.forgotten-people.org
Funding to advocate for the Dine' peoples' rights to land and water resources of the Navajo Nation in Arizona, and for indigenous peoples' rights more broadly.

Decision: No
Comments: Most of work is social service. Formed a CDC. Sovereign Dineh Nation was denied a grant in 1999, but Dineh Alliance (which appeared to be the same thing) was funded in 1994. Not clear if this is the same group- says SDN has been re-branded as FP- or a spin-off. Small budget for what seem to be extensive works. Not connected to Seventh Generation Fund.
6. Forum for Understanding Prisons (FFUP)
29631 Wild Rose Drive, Blue River, WI 53518    Peggy Swan   608/536-3993
Funding to provide aid to individual prisoners and their families and to focus public attention on the need to reform the criminal justice system.

Decision: No
Comments: No regular meetings. Lapsed projects like their newsletter. Have major plans for expansion in the coming year. Can they achieve these goals? How much is their work just two organizers?

7. Madison Area Grassroots Leadership College
1321 E. Mifflin Street, #201, Madison, WI 53703  Amy Mondloch 608/441-0085
Funding to develop grassroots leadership skills and bridge differences between people.

Decision: No
Comments: Don't seem to be partnering with peer group grantees in area. Large budget for a very small group. Got funding from United Way and City of Madison. Not particularly radical in orientation.

8. Mass-Care
33 Harrison Avenue, 5th Floor, Boston, MA 02111    Benjamin Day 617/723-7001  www.masscare.org
Funding to build the movement in Massachusetts for comprehensive, effective health care based on the "single payer" model.

Decision: No
Comments: Started in 1995. Still not diverse- 47 white and 4 people of color on advisory board. All white staff and elected officers. Majority of leadership of coalition partners are white. Should be able to get funding from a wide range of sources. Issue is important but thee is no radical health care analysis.

9. National Organization to End the Wait Lists
P.O. Box 411, Parker, CO 80134    Denver Fox 303/773-3890  www.noewait.net
Funding to advocate for the elimination of long waitlists for services and to increase appropriate services for people with intellectual and developmental disabilities.

Decision: No
Comments: Began in January 2008. Service and advocacy oriented. Access to mainstream funds a possibility. Limited answers to domestic/foreign policy questions. No collaborations as yet. No people with disabilities among board members or in leadership. Come back when directly affected people are in leadership.

10. Plowshare Peace and Justice Center
1402 Grandin Road SW, #203, Roanoke, VA 24015-0367    Gary Sandman 540/985-0808
Funding to organize vigils, workshops and other events in Western Virginia in order to create a more just world.

Decision: No
Comments: No budget or financial statement. Very slim application. Work seems unconnected to a larger vision/campaign. Very limited work for a 25 year old organization. Still very white. Come back with a more detailed evaluation.
11. RNC "Welcoming" Committee
Funding for an anarchist/anti-authoritarian group whose primary goal will be to provide housing, food, medical care, legal support and transportation to groups who will be protesting the RNC.

Decision: No
Comments: No contact people listed. Unclear if work will be on-going or where organizing will happen. References are groups rejected in the past. Budget is $65,000 with no solid fundraising plan. No diversity information on people in leadership positions.

12. San Francisco Dyke March
3543 18th Street, #2, San Francisco, CA 94110 Happy Hyder 415/310-3018 www.thedykemarch.org
Funding for an annual march organized to support dyke identity and those who are questioning and/or challenging gender.

Decision: No
Comments: Mostly just a march. Question #11 was not very good. Not clear if an accessibility grant or a general support grant. No other on-going work.

13. Workers Project, Inc.
1520 Profit Drive, Fort Wayne, IN 46808-1173 Cheryl Hitzemann 260/482-5588
Funding to empower working people to fight for their rights through collective action.

Decision: No
Comments: Workers Center was unable to be maintained. Refer to "disgruntled workers" who contact them as primarily people of color who cease participating after workplace issues are resolved. Poor answers re: women, glbtq people. $5,000 budget surplus in 2007.
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)

How did you hear about RESIST?

Tax Status
1. 501(c)3 organization as recognized by the IRS
2. 501(c)4 organization as recognized by the IRS
3. Federally recognized American Indian tribal government
4. 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 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.

<table>
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<tr>
<th>Application Date</th>
<th>Project Description</th>
<th>Award Amount</th>
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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?
   - What problem did your organization originally form to address?
   - If applicable, how has your mission and/or work changed over the years?

VISION

4. Briefly describe your organization's vision of social change. How does your work fit into a larger movement for social justice?

PROGRAM

5. How will your work over the coming year deal with the problems 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? Please include any activities that may have angered the powerful, the elite, or those who are comfortable with the way things are!

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. Please complete the attached Organizational Diversity Chart to illustrate the make-up/diversity of your group's Board, Staff, Volunteers and Members.
   • How have you involved those people who are most affected by your issues in decision-making?
   • Do you feel that your organization needs to increase its diversity? If so, what steps have you taken to achieve this goal?

FISCAL MANAGEMENT/FUNDING SOURCES
9. Please discuss how you keep track of your income and expenses (your financial management practices).

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. As part of the application process, 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 people
   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?
14. If your organization will engage in lobbying, please estimate how much of RESIST's grant will be spent for direct lobbying activity and how much for grassroots lobbying. The Internal Revenue Service Regulations, under section 501(h), defines these terms in this way:

- Direct Lobbying is a communication with a legislator that expresses a view about specific legislation.

- Grassroots Lobbying is a communication with the public that expresses a view about specific legislation and includes a call to action.

For more information about the definition of direct and grassroots lobbying, please contact the Alliance for Justice at 202/822-6070 or www.allianceforjustice.org.

$_______ Direct Lobbying  $_______ Grassroots Lobbying

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.

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Address</th>
<th>E-Mail</th>
<th>Phone Number</th>
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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
   • Do not send your state tax exempt forms or your employer identification number.
   • 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
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
3. Answers to questions 1 - 14 should not exceed ten (10) pages
4. Do not use binders or folders
5. Mail one complete single-sided proposal (including Cover Sheet, application, attachments) to RESIST
6. Applications must be received in the RESIST office by 5 p.m. on the day of the proposal deadline
7. 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 $150,000;
- individuals;
- groups that primarily provide direct services (to individuals, families or 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
<table>
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<tr>
<th>If you prepare organizational budgets, you may submit them in their original forms.</th>
<th>Financial Statement (last year’s actual income/expenditures)</th>
<th>Annual Budget (current year)</th>
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<td><strong>Fiscal Year-End Date:</strong></td>
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<td><strong>INCOME</strong></td>
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<td>RESIST Request</td>
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<td>Individual Contributions</td>
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<td>Foundation Grants</td>
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<td>Government Contracts</td>
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<td>Membership Dues</td>
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<td>Special Events/Sales Income</td>
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<td>In-Kind Contributions</td>
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<td>Other, Carry Over from Prior Year</td>
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<td><strong>Total Income</strong></td>
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<td><strong>EXPENSES</strong></td>
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<td>Salaries</td>
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<td>Benefits</td>
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<td>Professional Fees</td>
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<td>Occupancy (rent, utilities)</td>
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<td>Insurance</td>
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<td>Telephone</td>
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<td>Postage/Shipping</td>
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<td>Copying/Printing</td>
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<td>Supplies</td>
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<td>Major Equipment</td>
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<td>Travel/Transportation</td>
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<td>Fundraising</td>
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<td>Promotion/Publicity/Outreach</td>
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<td>Training/Technical Assistance</td>
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<td>Other</td>
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<td><strong>Total Expenses¹</strong></td>
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<td><strong>BALANCE</strong></td>
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**NOTES**

1. If your organizational budget is over $150,000, you are not eligible for RESIST funding. If it is close to $150,000, you should contact RESIST before applying.
Organizational Diversity Chart
(Please indicate the number of individuals who fall within the following categories)

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Active Volunteers</th>
<th>Members</th>
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<tr>
<td>Total Number</td>
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<tr>
<td>Diversity by Race/Ethnicity</td>
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<tr>
<td>African American</td>
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<tr>
<td>Asian Pacific Islander</td>
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<td>European-American/Caucasian</td>
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<td>Latina/Latino/Hispanic</td>
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<tr>
<td>Multi-Racial/Mixed Heritage</td>
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<td>Native American</td>
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<td>Other</td>
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<td>Diversity by Gender</td>
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<td>Female</td>
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<td>Male</td>
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<td>Transgender</td>
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<td>Diversity by Age</td>
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<td>Individuals Age 65 and Older</td>
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<td>Individuals Age 21 and Younger</td>
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<td>Other Diversity Characteristics</td>
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<td>Low-income</td>
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<td>Gay/Lesbian/Bisexual</td>
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<td>People with Disabilities</td>
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<td>Other Diversity Categories that are Important to Your Organization</td>
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RESIST, 259 ELM STREET, SUITE 201, SOMERVILLE, MA 02144
MULTI-YEAR GRANT APPLICATION

Date Received ___________________ Board Meeting Date __________

Date of Application ___________________
Name of Organization ____________________________________________
Address ___________________________________________ Telephone ( )
E-mail address ___________________________________________ Web Site ___________________
Contact Person ___________________________________________ Phone (if different) ________

How did you hear about RESIST? _____________________________

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.

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Fiscal Conduit: ___________________________________________
Address: ___________________________________________

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.

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<th>Application Date</th>
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Multi-Year Request for Funding:

1. Amount requested: $3,000 per year for three years

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?
   - What problem did your organization originally form to address?
   - If applicable, how has your mission and/or work changed over the years?

VISION
4. Briefly describe your organization's vision of social change.
   - How does your work fit into a larger movement for social justice?
   - How does the ongoing work of your organization respond to and address US domestic policy and/or US foreign policy?

PROGRAM
5. How will your work over the coming years deal with the problems that your organization addresses? Please include in your answer:
   - the goals of your organization;
   - your plan to achieve these goals, including a time line; and
   - how you will evaluate the effectiveness of your efforts.

6. What have been your organization's most significant accomplishments and challenges over the last three years? Please include any activities that may have angered the powerful, the elite, or those who are comfortable with the way things are!

7. What other events and/or projects is your group planning over the next three years?

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 complete the attached Organizational Diversity Chart to illustrate the make-up/diversity of your group’s Board, Staff, Volunteers and Members.
   • How have you involved those people who are most affected by your issues in decision-making?
   • Do you feel that your organization needs to increase its diversity? If so, what steps have you taken to achieve this goal?

FISCAL MANAGEMENT/FUNDING SOURCES
10. Does your organization have the internal capacity and systems to sustain itself as a strong, lasting organization? Please discuss how you keep track of your income and expenses (your financial management practices) and your fundraising goals.

11. 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.

POLITICAL FOCUS
12. RESIST funds organizations that can demonstrate an understanding of the important connections across the broad spectrum of issues that progressive activists struggle to address. As part of the application process, 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 people
   e) people with disabilities
   f) older people
   g) youth

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. If your organization will engage in lobbying, please estimate how much of RESIST's grant will be spent for direct lobbying activity and how much for grassroots lobbying. The Internal Revenue Service Regulations, under section 501(h), defines these terms in this way:

- Direct Lobbying is a communication with a legislator that expresses a view about specific legislation.
- Grassroots Lobbying is a communication with the public that expresses a view about specific legislation and includes a call to action.

For more information about the definition of direct and grassroots lobbying, please contact the Alliance for Justice at 202/822-6070 or www.allianceforjustice.org.

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.

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Address</th>
<th>E-Mail</th>
<th>Phone Number</th>
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</thead>
<tbody>
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</table>
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
   • Do not send your state tax exempt forms or your employer identification number.
   • 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. Evidence of Past Performance
   • Up to three items highlighting your work, including previous progress or annual reports
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
3. Do not use binders or folders
4. Mail one complete single-sided proposal (including Cover Sheet, application, attachments) to RESIST
5. 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 for Multi-Year Grants RESIST will not fund any of the following:
- organizations with annual budgets over $150,000;
- organizations which have not received at least two general support grants within the last five years;
- individuals;
- groups that primarily provide direct services (to individuals, families or 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 Multi-Year Grant Application
Financial Information

<table>
<thead>
<tr>
<th>If you prepare organizational or project budgets, you may submit them in their original forms.</th>
<th>Financial Statement (last year's actual income/expenditures)</th>
<th>Annual Budget (current year)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fiscal Year-End Date:</strong></td>
<td></td>
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</tr>
</tbody>
</table>

**INCOME**
- RESIST Request
- Individual Contributions
- Foundation Grants
- Government Contracts
- Membership Dues
- Special Events/Sales Income
- In-Kind Contributions
- Other / Carry Over from Prior Year

**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**

**BALANCE**

**NOTES**
If your organizational budget is over $150,000, you are not eligible for RESIST funding. If it is close to $150,000, you should contact RESIST before applying.
## Organizational Diversity Chart
(Please indicate the number of individuals who fall within the following categories)

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Active Volunteers</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Number</strong></td>
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<tr>
<td><strong>Diversity by Race/Ethnicity</strong></td>
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<tr>
<td>African American</td>
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<tr>
<td>Asian Pacific Islander</td>
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<tr>
<td>European-American/Caucasian</td>
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<tr>
<td>Latina/Latino/Hispanic</td>
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<tr>
<td>Multi-Racial/Mixed Heritage</td>
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<tr>
<td>Native American</td>
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<tr>
<td>Other</td>
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<tr>
<td><strong>Diversity by Gender</strong></td>
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<tr>
<td>Female</td>
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<td>Male</td>
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<td>Transgender</td>
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<tr>
<td><strong>Diversity by Age</strong></td>
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<tr>
<td>Individuals Age 65 and Older</td>
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<tr>
<td>Individuals Age 21 and Younger</td>
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<tr>
<td><strong>Other Diversity Characteristics</strong></td>
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<tr>
<td>Low-income</td>
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<tr>
<td>Gay/Lesbian/Bisexual</td>
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<tr>
<td>People with Disabilities</td>
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<tr>
<td><strong>Other Diversity Categories that are Important to Your Organization</strong></td>
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</table>
1. Check In

2. Board Meeting follow-up
   Malika needs to follow up with Nikhil about Alan Paulson’s participation with the Hell, Yes! grant. Christy will create a flowchart for board members to use when facilitating the grants section of the board meetings.

3. Personnel Committee follow-up
   Staff will receive evaluation forms within a few weeks; they will be completed in time for the June board meeting.

4. Fundraising/E-communications update
   The fundraising committee met, and is pursuing campaigns for house parties, major donors, planned giving and e-fundraising. Christy and Malika are working on visibility, through web links and expanding the email list. All staff need to give Christy new email addresses as they come in, through reply forms or grantee/ally correspondence. Robin will export Grant-o-matic emails into excel and give to Christy. Christy will call Sage to ask if there is a way to do a global clear for email addresses. Because we use four different databases, the staff as a whole need to be consistent in updating each other when new contact info comes in. Robin will contact Steve Wishengrad to ask if he can help us merge database information.

5. Issues with SAGE
   Malika will review her notes with Carol regarding caddy items and email her notes to the staff. She will eventually (after further training) try to improve the caddy options so they are more straightforward.

6. Agenda suggestion
   Christy will write up a standard staff agenda for future meetings, the meeting facilitator will email the agenda to the staff pre-meeting for additions.

7. Newsletter Update
   Christy is working on the next newsletter topic, on international and domestic solidarity work and she would like help. She should contact Nikhil or Jena Wong at Cispes a for broad analysis think piece. She should also look at Nebraskans for Peace and the Gabriela network for models of solidarity organizing. Christy will send out the e-newsletter next week.

8. Audit
   Yafreisy needs to review her section of the audit. Robin will write Linda today for the audit to be finalized.

9. Scheduling
Christy will be in for a half day this Thursday. Robin will be out the week of April 21st. Malika may take April 29-May 2nd off for her panel talk in Philadelphia.
Check-in

Updates
1. Fundraising
Malika is working on the new pledge letter
Nancy Greenhouse and Malika are setting up a calendar for the June ABC mailing
There was a problem with the current prospect mailing- a number of current donors got the mailing.
Malika is checking with Nancy Greenhouse to see what happened with the mailing list.

2. Grants
The rejection letters have gone out from the April Cycle. Hopefully the awards letters will go out today.
There are about 35 grants in the June cycle.
Robin will contact Steve Wishengrad about updating Grant-o-Matic after she gets back from vacation.

3. Finance
Meredith came in on Monday to reconcile the March books. She set up the on-line tax filing systems.
Yafreisy will now be doing both the monthly and the quarterly tax filings. Meredith will assist for two more rounds and then she is on her own.
Meredith will come back during the last week of April to finish reconciling March and will be in before the next Finance Committee meeting so that April’s numbers will be available.

4. Communications
The Newsletter was mailed out this week and the e-newsletter will go out today.
The next issue will be on solidarity. R.J. Maccari from Movimiento will right the lead article. Christy will interview a grantee. Carol Schachet may also right an article. There may be a planned giving or ways to donate box and a t-shirt ad.
Christy is thinking of changing the mail-in box.

5. Executive Committee
Robin sent a draft of the self and peer evaluation forms to the staff and to the EC for review. These now reflect performance based on job descriptions. Christy and Marc have given feedback so far.
Yafreisy will forward the forms to Diana.
Staff should start the self and peer evaluations soon- so the EC needs to sign off on the forms.

6. Board R & R Committee
Did not meet this week. Robin will follow up on names provided by Miabi. Cynthia will find the list of people given by Nikhil.

Task Review

Schedules
Robin will be out 4/21 - 4/25
Malika will be out 4/29 - 5/2
Christy will be out 5/2
Yafreisy will be out in July

Supplies
Postage refill for the meter
Copy paper

Facilitator & Note Taker for next meeting
Christy
<table>
<thead>
<tr>
<th>Malika</th>
<th>Yafreisy</th>
<th>Christy</th>
<th>Robin</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fundraising</strong></td>
<td><strong>Finances</strong></td>
<td><strong>Newsletter</strong></td>
<td><strong>Finances</strong></td>
</tr>
<tr>
<td>Develop planned giving brochures</td>
<td>Finish registering/filing in each state</td>
<td>Articles for June/July issue</td>
<td>Review and finalize audit</td>
</tr>
<tr>
<td>Start Sage webinars</td>
<td>Three year financial plan</td>
<td>Changes to mail in box</td>
<td>Finish registering/filing in each state</td>
</tr>
<tr>
<td>Meet with Yafreisy in April re: pledges</td>
<td>Meet with M in April re: plegdes</td>
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<td>Three year financial plan</td>
</tr>
<tr>
<td>Follow up with Nikhil about Alan Paulson</td>
<td>Review Audit</td>
<td></td>
<td>Call Robert Morrison attorney</td>
</tr>
<tr>
<td>Check with NG about acquisition problem</td>
<td></td>
<td></td>
<td>Finance Comm. Minutes</td>
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<td>Calendar for June ABC</td>
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<td>Pledge Letter</td>
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<td><strong>Finances</strong></td>
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<td><strong>Fundraising</strong></td>
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<td>Bequest status - Robert Morrison</td>
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<td>Time Sheets</td>
<td>Meet with M re: BBB and Charity Navigator</td>
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<td>Back up computer</td>
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<td><strong>Office</strong></td>
<td>Time Sheets</td>
<td>Mail board packet for Warren</td>
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<td><strong>Grants</strong></td>
<td><strong>Executive Meeting</strong></td>
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<td>Grant Comm meeting -- proposal from staff</td>
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<tr>
<td><strong>Executive Meeting</strong></td>
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Staff Meeting Minutes  
May 6, 2008  

Present: Yafreisy, Robin, Malika and Christy (notes)  

CHECK-INS  

FUNDRAISING  
Buzz will train Malika one on one about major donors.  

Fund Comm meets next week. They are starting work on planned giving.  

Malika and Nancy Greenhouse are working through our database problems. It’s confusing.  

Discussion about how to be respectful of space and quiet when people are working on deadline. Malika will let staff know at staff meetings what weeks she is working on pledge letters and the rest of staff will work to be respectful of quiet space in the office. Malika might get a set of headphones to use when she’s in the midst of writing.  

Malika and Yafreisy met to talk about how we process credit cards, pledges and Groundspring online donations. At next week’s staff meeting we’ll talk about the Groundspring part of this.  

GRANTS  
There are 33 in this cycle and they are mostly data entered by now.  

The Grants Comm will meet next week and has quite a few issues on its plate.  

We already have apps in for the August cycle.  

Robin’s interested in exploring whether we can raise the grant award. It’s been steady for about 7 years now.  

Yafreisy offered to attend Highlander’s New York meeting next week.  

FINANCE  
Linda sent us the management letter and drafts have gone back to her.  

We have some reviewing of documents to do. Yafreisy and Robin need to kick butt. Many things are due on May 15.  

We decided to look at financial statements as staff every other month (the months when we don’t have board meetings). Once Meredith has reconciled the previous month, Yafreisy will bring the statements to the staff meeting.
Yafreisy might talk to Meredith about coming in and sitting down with us for a financial tutorial.

COMMUNICATIONS
Lead article is in and articles are now in first round of editing. Newsletter is shaping up well. Christy’s not sure yet if it will be 8 or 12 pages. Christy plans to send it to Red Sun Press by Thursday of next week.

Christy’s working on next mass email topic and is thinking about a human interest story about one of our grantees.

EXECUTIVE COMMITTEE
Met last week as the Personnel Committee. Yafreisy attended but it’s her last meeting with the PC. They voted in the evaluation forms that Robin pulled together, only making 3 small changes. They want to expedite the evaluations for the new staff (M and C) since it’s already well past the 3-month mark for them. Each of them will meet with their interviewers next week, and Robin and Yafreisy will meet the following week. Written evaluations for M and C need to be done by this Friday, and by the following Friday for R and Y.

BOARD R & R
Will meet in 2 weeks.

OFFICE
Robin has our copier search narrowed down, she thinks, to two potential copiers. Has a quote request in to Rico. Will keep us posted.

Pitney Bowes has a suggested upgrade for us and is getting info to Yafreisy.

From now on, the person who take notes and facilitates the staff meeting will update the calendar by the postage machine. Updating involves making sure the month is up to date and adding in any schedule updates for all staff.

SCHEDULING
Y might be out in the afternoon on Friday. Christy will work a half day on Thursday, May 22. We’ll be closed on Memorial Day, May 26.

NEXT MEETING
Malika will facilitate and take notes.
Staff Meeting May 13, 2008
Yafreisy, Christy, Malika, Robin

1. Check In
Malika discussed peer evaluations. They have uncovered that there has been a misunderstanding about her work for her first year: that the hiring committee actually decided and budgeted to hold off on new fundraising campaigns this year when hiring her, so that she can become thoroughly trained in present systems first (a decision based on her fundraising background). This was to replace an earlier board decision for the development director to pursue 5 new directions for ’08 (major donor, e-fundraising, planned giving etc), which she and the fundraising committee had been moving forward with this spring. She will now reprioritize and focus on learning the systems as they are for the rest of ’08, particularly the donor database, direct mail systems and the budget. The staff is now on the same page and was very supportive when brainstorming about the role of the fundraising committee regarding campaigns, and how to best maximize the great energy on the committee and board this year.

2. Fundraising
Malika is drafting a renewal letter which will go out the first week of June. Malika is going to prioritize Sage training for the last two weeks of May, and Meredith has agreed to give Christy and Malika a brief financial/budget narrative training. The staff agreed to discuss merging Groundspring with the pledge program next week.

3. Communications
Christy is aiming to have the newsletter reading for proofing by this Thursday. The next issue will be on housing. Christy will be attending the National Media Reform conference in June. She will also be sending out a mass email as soon as the newsletter goes to print.

4. Finances
Yafreisy will bring the financial narrative to the next meeting. Meredith has reconciled the budget, and the finance committee will meet in the next two weeks to determine if mid-course corrections are necessary. Yafreisy and Robin are working hard to get out the charitable registration information by this Thursday.

5. Grants
The grants committee will meet tomorrow about the 36 applications, and Miabi will join this meeting.

6. Executive Committee
Christy and Marc have set up a meeting for this Thursday; Malika and Jim for this Friday. Christy and Malika need to do Robin and Yafreisy’s evaluations by this Friday.

7. Office
Robin has narrowed down the copier search to 2 copiers. Yafreisy discussed her plans to purchase a new postage meter which will save Resist money over the long term. Christy will help Robin with t-shirt orders this week.

8. **Scheduling**
Yafreisy will be out next Friday the 23rd. Her vacation plans for July have changed, she may take every Friday off in June instead. Malika will be around all summer, except for the last week of August. Robin will take a vacation during the week of June 22nd. Christy’s around.
<table>
<thead>
<tr>
<th>Malika</th>
<th>Yafreisy</th>
<th>Christy</th>
<th>Robin</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fundraising</strong></td>
<td><strong>Finances</strong></td>
<td><strong>Newsletter</strong></td>
<td><strong>Finances</strong></td>
</tr>
<tr>
<td>Start Sage webinars</td>
<td>Finish registering/filing in each state</td>
<td>NL to RSP by May 15</td>
<td>Finish registering/filing in each state</td>
</tr>
<tr>
<td>Bring Groundspring issue to next week’s staff meeting</td>
<td><strong>Fundraising</strong></td>
<td>Call Sage about global clear function</td>
<td>Call Robert Morrison attorney</td>
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<td></td>
<td>Help M find grantees to highlight for renewal letter</td>
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<td>Set up app with Meredith to do budget training for M and C</td>
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<tr>
<td><strong>Finances</strong></td>
<td><strong>E-Communications</strong></td>
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<td><strong>Fundraising</strong></td>
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<tr>
<td>Bequest status - Robert Morrison</td>
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<td>Meet with M re: BBB and Charity Navigator</td>
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<tr>
<td>Get training from Meredith on budget</td>
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<td>Help M find grantees for renewal letter</td>
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<td><strong>Web Site</strong></td>
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<td></td>
<td>Time Sheets -- last 2 weeks of March and first week of April to Robin by May 20</td>
<td></td>
<td>Get new grant apps up on website</td>
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<td></td>
<td>Back up computer</td>
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<td>Peer/Staff Evaluations -- Y and R's</td>
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<td><strong>Office</strong></td>
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<td><strong>Office</strong></td>
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<tr>
<td>Time Sheets</td>
<td>Back up computer</td>
<td></td>
<td>Get the AC serviced</td>
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<tr>
<td>Back up computer</td>
<td>Help Robin with t-shirts</td>
<td></td>
<td>Time sheets</td>
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<tr>
<td>Peer/Staff Evaluations -- Y and R's</td>
<td>Peer/Staff Evaluations - Y and R's</td>
<td></td>
<td>Continue research on new copier</td>
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<tr>
<td>Clarify which week is which on calendar</td>
<td>Help Malika back up computer</td>
<td></td>
<td>Steve W to update Grant-o-Matic</td>
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<td>Back up computer</td>
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<tr>
<td><strong>Executive Meeting</strong></td>
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<td>Peer/Staff Evaluations -- Y and R's</td>
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<td>Help Malika back up computer</td>
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<td><strong>Grants</strong></td>
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<td>June packet to board</td>
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<td><strong>Board R &amp; R</strong></td>
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<td>Contact candidates supplied by Miabi after June 22nd mtg</td>
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