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Resist Steering Committee Meeting, Sept. 28, 2008

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RESIST Board Meeting Minutes
September 28, 2008

Present: Cynthia Bargar, Melissa Cariño, Robin Carton, Miabi Chatterji, Diana Digges, Kay Mathew, Malika McCray, Marc Miller, Jim O'Brien, Carol Schachet, Jen Willsea

1. Agenda review

2. August minutes approved

3. Executive Session

Recommendation from executive committee:

Proposal: To vote both Malika and Christy onto the Board and as permanent staff members. High praise for both Christy and Malika, executive committee wholeheartedly recommends them.

Unanimous approval (Robin not allowed to vote on personnel.)

4. Grants Review/Reflection

Marc: Kudos for a much bigger diversity pool- geographic and interest areas.

Cynthia: Good packet with new groups.

Jen: Questions for discussion would be great: religion; organizing v. service; flexibility and how it comes into play

Melissa: Great to be back and part of the process

Diana: Likes that people are so prepared.

5. Political discussion: what's going on in progressive philanthropy and philanthropy overall?

Robin handed out a list of progressive funders, our allies, and gave an overview. (*See attached*)

- The Funding Exchange — Entity in and of itself. Has four funds it runs out of its parent body in NY. Also 12 different affiliated member funds around the country. These are independent. Some raise mega-bucks (Liberty Hill) and others raise less in varying amounts. Some regional, some local, some state-wide. These generally have political focus similar to ours and we have cross-over donors. Originally came out of people of wealth.

- Other progressive foundations—From radical to center of road. Some associations of funders. We belonged to Nat'l. Network of Grantmakers (collapsed). Some are issue-based.

- Changes/upheavals—Some are pulling out of geographic areas. Particularly rural areas except for high visibility grant-making going on in the Gulf coast. UU-Veatch has dramatically cut back ability/interest to take in applicants who haven't been funded in the past. Others, like Peace Development Fund, just stopped for 18 months. Said doing a "listening project" but part of it was lack of funds.

- Retrenchment: Economic pinch-even wealthy foundations saying they are cutting back.

- Large "non-progressive" foundations like Ford have gone into communities (South Carolina) and then pulled out.

- Strategic groups like Rye Collaborative. Ford underwrote Rye to meet for several years. Still meeting, but not much has come out of it except for credit lending to groups in the Gulf. A new group with Ford funding, Social Justice Funders Collaborative, includes some from Rye, but not all.

- Some implosions, i.e. Vanguard (the Haymarket of S.F.) not being able to make grants and cutting back

- As a result groups that didn't necessarily compete with each other for donors now ramping up. Will we eat our young? Will they do this by convincing folks to abandon their current giving patterns?

- Recent foci of giving — natural disasters, election cycle

- What RESIST sees these days:

- another uptick in more mainstream service based groups calling to inquire about funding;
- groups who have outgrown us years ago coming back because of lack of funding;
- not seeing uptick in new emergent groups like we have seen over last three years.

We will be thinking about what we can afford to fund. What is it reasonable to expect in terms of our donors?

- Problems at Haymarket:

- *Boston Globe* article today

- First we heard of it was e-mail from “friends of Haymarket,” which reputed anti-union maneuverings. Robin gave good overview of what went on. Raises concerns for grant-making in the region. Probably will have to cut back unless significantly want to tap their endowment. Can they operate with less staff? Jobs de-centralized, high learning level.

Marc: most relevant for us is not staff crisis but how they raise money

Carol: List of funders very helpful. Interesting what’s not on there (Ford, Soros – big players that re-direct money or go in for a while and then leave). Transition of leadership is key factor in some of the changes that represent losses for the movement, i.e. Larry Kressley leaving Public Welfare Fund; Ellen Gurzinsky, leaving Funding Exchange. Cumulative effect is huge. Carol is nervous on the one hand and glad on the other that RESIST is a stalwart funder of little radical groups.

Robin: Consolidating of dollars from large funders into movement puts lot of people at mercy of these funders and their whims.

Carol: Demise of National Network of Grantmakers is significant. Had become benign in last few years, but was a significant meeting place for progressive foundations and family funds. Nothing has stepped up to take its place.

Marc: impression that funders becoming more accommodationist and more mainstream. Also issue of funders that don’t measure up to level of success they expect from their grantees. Two things to think about: 1) our fundraising 2) what we do.

Diana: RESIST is clear on its “brand”, we know what our identity is (brand just a capitalist word for identity). We are clear.

Robin: Optimism re conversations with funders in geographic areas that really want to talk. But bringing people together to have a vision is harder. Seeing some hope re the “brain trust” that came together to address concerns at Boston Women’s Fund. Might turn into network of radical progressive funders in the Boston area.

Carol: Does RESIST want to play a role in progressive philanthropy as a whole? What would that be? i.e. at Grassroots International, in order to broaden impact, have staff sitting on planning groups, planning committees to “maximize influence over the industry.” Do we want to play a role and if so, how much staff/board time do we want to allocate to this? If it is important, requires time and money. Is that part of our mission and given our capacity, how would we prioritize that?

Marc: Remember when RESIST got rid of all of the staff and replaced them? One of things that makes us different is regular phone calls on staff to almost every one on the list of funders, seeking their references or to check out things that we hear about. So we are in a position to do some work in this area.

Robin: Neighborhood Funders Group is next best thing to National Network of Grantmakers.

Miabi: If something were in place, then we could direct some energy there. But if no, is this something we want to do?

Jen: Ford having a social justice philanthropy event in Cairo, Egypt. Making Money Make Change will be interesting/important place to raise these issues.

Cynthia: We don't have resources to lead something.

Kay: Most organic thing to keep the brain-trust going.

Melissa: If we had the resources, would we do it?

Dianna: We should consider that if it comes up in California. But need to consider we've been through a lengthy transition. Think about it structurally, incrementally build into structure over next decade.

Robin: Groups that are here – she would love to put some resources into that. Maybe just regionally here. Trick-how to keep accessible mission and maybe have a positive result like collaborative funding for some things.

Marc: Who should think about this?

Dianna: Fundraising committee

Carol: Letter from us to Globe re progressive philanthropy and importance of funding these things.

Carol would draft. Work with Melissa on it.

Robin: Will see about re-committing the progressive funders brain trust: RESIST, Haymarket, Common Stream, UU Fund for a Just Society, Access Strategies, Community Works, BWF

6. Executive Committee

EC acting as Personnel Committee, presenting plan for staff evaluation in spring at December meeting.

Proposal: Staff raises, beyond cost of living raise, need to be tied to RESIST's financial position. Proposal is that raises be considered annually as part of the budget preparation process.

Moved and seconded. *Unanimously approved.*

Request that R&R committee look at ways to review role of committees.

7. Finance Committee

Robin passed out spreadsheet and narrative. *(see attached)*

At this moment, no recommendation for adjustments.

8. Fundraising

Malika passed out analysis of past six years.

No sense yet that major donors are giving at a lower level.

Number of donors up by about 200.

Average gift size down.

Plan: 1) spend great amount of time on pledge program. Working on transforming relationship between the database and the pledge program 2) major donor program – relationship development. Individual meetings with donors to get to know them better. For this effort, looking at donors in last three years who have given 1,000 dollars in one year.

To bring in more income for fall: reorganized timing of mailings so we can re-solicit new donors. Also doing more research. Getting a body of knowledge together re what's going on.

Robin lauded Malika for incredible efforts to date – analyzing our giving, projecting what we might expect.

9. Communications

Soliciting grantees to write about their work for next issue of newsletter. Communications Committee to work with grantees to help edit the stories.

10. Grants

Distance learning with Buzz Harris, development consultant. For the cost of one TA grant, 15 grantees in different locations across the country will do three sessions-webinars. Piloting this, and if goes well, might do it again for others. But for those in areas where only dial-up, won't work.

Suggestion: write up and submit to Chronicle for Philanthropy and Grass Roots Fundraising Journal. Diverse group signed up.

Committee delighted with way things are going. Jen has joined grant committee, dynamic group.

11. R and R

Sarath said yes. Dimple will consider if/when she gets a job.

Bill Vandenburg, just moved to NY and may be interested. Peter Snoad might be interested.

Committee will meet and review names, review discussion regarding a retreat, look at exec. committee request to look at committees and how they are functioning.

12. Review and reflect

Jim: good meeting. Good applications. Good data and discussions

Melissa: good facilitation, good food.

Carol: Great to be back (applause). Wonderful to see how great things are going. Great to be reading through the packet and having more of a surprise. Great to meet new members.

Next meeting at Cynthia's place: Midway Studios (15 Channel Center Street, Boston)

**October 2008
Grant Decisions**

Multi-Year

1. Center for Artistic Revolution

\$3,000

P.O. Box 2300, North Little Rock, AR 72114 Randi Romo 501/244-9690

www.artisticrevolution.org

Year three of multi-year funding to build bridges and collaborations between diverse communities through organizing initiatives that address the issues and systemic oppressions that undermine access to equality.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

2. Coalition for Prisoners' Rights

\$3,000

P.O. Box 1911, Santa Fe, NM 87504-1911 Mara Taub 505/982-9520 cpr1911@yahoo.com

Year three of a multi-year funding to work for systemic change by challenging the social and economic injustice inherent in the US punishment system.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

3. Jobs with Justice - Rhode Island

\$3,000

280 Broadway, #201, Providence, RI 02903-3007 Rachel Miller 401/454-4766 www.rijwj.org

For year three of a multi-year grant for coalition of labor, community, faith-based and student groups working for economic justice.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

4. Student/Farmworker Alliance

\$3,000

P.O. Box 603, Immokalee, FL 34143 Marc Rodriques 239/657-8311 www.sfalliance.org

For year three of multi-year funding to solidify the connection between farmworkers and students and to organize for an end to exploitative labor relations in the agricultural world.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

5. Coalition Against Militarism in Our Schools

\$3,000

PO Box 3012, South Pasadena, CA 91031 Arlene Inouye 626/799-9118

www.militaryfreeschools.org

Multi-year funding to demilitarize schools and transform them into institutions where social justice, critical thinking and conflict resolution are at the center.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

6. The Policy Institute

Defer

P.O. Box 1362, Helena, MT 59624 Bob Decker 406/442-5506 www.thepolicyinstitute.us

For a progressive policy think-tank that provides support and expertise for activist agendas organizing against corporate economics.

Decision: Full _____ Partial _____ No _____ Defer X

Comments:

Need references.

General Support Grants

Community Organizing/ Anti-Racism

7. Austin Immigrant Rights Coalition

\$1,000

P.O. Box 4429, Austin, TX 78765 Caroline Keating-Guerra 512/524-2012 www.austinirc.org
For a coalition of immigrants, labor activists, students, interfaith and community organizations organizing for immigrant rights.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

Contingent upon receiving financial statements and clarity of budget. ICE raids are significant issue in Texas. Weak answers to #11. References are good. Take a chance.

8. Deported Diaspora

\$3,000

49 South Avenue, Revere, MA 02151 Dimple Rana 207/939-4803 deporteddiaspora@gmail.com
For a group of multi-racial young organizers and youth workers collaborating to prevent deportations and change the US deportation system.

Decision: Full ☒ Partial ☐ No ☐ Defer ☐

Comments:

Hell Yes! Grant. Members and leaders are in and of the community. Dimple Rana has been doing this work for a long time. Recently she lived in Cambodia with deported youth. Began in March. No Board yet- just getting structures set up. Have a lot of potential. Creating an interesting alliance between Cape Verdean community and Cambodian community. Terrific references. Big agenda that may be refined as group matures.

9. Desiree Alliance

Defer

2756 N. Green Valley Pky, #104, Henderson, NV 89014 Stacey Swimme 773/706-0693
www.desireealliance.org

To organize sex workers and their allies to seek civil, labor and human rights.

Decision: Full ☐ Partial ☐ No ☐ Defer ☒

Comments:

Need references and clarification of budget numbers.

10. Harry Potter Alliance

19 Porter Street, #2, Somerville, MA 02143 Andrew Slack 617/943-9434 http://thehpalliance.org
To educate and mobilize young people around social justice issues by drawing on parallels from the Harry Potter books.

Decision: Full ☐ Partial ☐ No ☒ Defer ☐

Comments:

Still no significant references. Organization's own references did not return calls. Internet organizing- majority white members working on issues in Darfur.

11. National Alliance of HUD Tenants

\$2,500

42 Seaverns Avenue, Jamaica Plain, MA 02130 Michael Kane 617/267-2949 www.saveourhomes.org
To mobilize HUD tenants to protect affordable HUD housing, under attack from budget cuts and owner decisions

to convert to market rents; and to develop tenant leadership.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

12. Nodutdol for Korean Community Development**\$2,000**

53-22 Roosevelt Avenue, 2nd Floor, Woodside, NY 11377 Yul-san Liem 718/335-0419 www.nodutdol.com
To build a politically active Korean community in New York through campaigns for increased social, economic, and educational justice.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

Budget needs some clarification. Solid group, well respected in New York. Fund pending receipt of current financials.

13. North Dakota Human Rights Coalition**Defer**

P.O. Box 1961, Fargo, ND 58107-1961 Mitch Marr 701/793-1134 www.ndhrc.org

To advocate and educate for change so that all people in North Dakota enjoy full human rights.

Decision: Full ☐ Partial ☐ No ☐ Defer ☒

Comments:

Need references.

14. The Interfaith Alliance of Iowa**\$1,000**

P.O. Box 41086, Des Moines, IA 50311 Connie Ryan Terrell 515/279-8715 www.iowatia.org

To promote the collective voices of faith to create progressive social change by encouraging civic participation, and facilitating community activism.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

Great references. Majority white, but work in collaboration with Muslim and immigrant groups. Appears to be doing good work. Impressive list of collaborators. Question raised about mission to "promote the positive and healing role of religion."

15. Urban EpiCenter**\$2,500**

1103 Chapel Avenue, Nashville, TN 37206 Matt Leber 615/414-3788 www.urbanepicenter.org

To organize for racial and economic justice with a radical vision of democracy which situate indigenous activists and poor and working-class people at the center of grassroots initiatives.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

Great references. Brand new. Seem to be doing good work. Received an \$80,000 start up grant from Public Welfare in February 2008.

Economic Justice**16. Just Economics - Western North Carolina**

P.O. Box 2396, Asheville, NC 28802 Sarah Osmer 828/301-7291 www.justeconomicswnc.org

To build power among low-wage workers and to work with allies for economic justice in the region.

Decision: Full ☐ Partial ☐ No ☒ Defer ☐

Comments:

Most of the references do not know them.

Environmental Justice

17. Citizens Coal Council

\$1,000

P.O. Box 964, Washington, PA 153014 Aimee Erickson 724/222-5602
www.citizenscoalcouncil.org

To challenge and change the practices of the coal industry to protect both people and the environment.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

"Green coal" is the catch phrase of mining companies. Are re-invigorating to respond to new mining development. No significant information in the proposal regarding work with unions, and broader social justice vision.

Gay/Lesbian/Bisexual/ Transexual Rights

18. GLBT Youth in Iowa Schools Task Force

\$2,000

P.O. Box 704, Des Moines, IA 50303 Nate Monson 515/471-8024 www.iowasafeschools.org

To educate Iowa's education staff on the issues that affect local GLBT youth and to develop solutions to end discrimination, bullying and harassment by these students on a daily basis.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

Board is all white. Good references. Conservative rural schools included in work of Task Force. Get entre to schools and staff through Safe Schools Law. Get traditional support- but also work in challenging areas. Volunteer during peace vigils. No position on reproductive rights or US foreign policy. Send a "yes and" letter.

19. Southerners on New Ground (SONG)

\$3,000

P.O. Box 268, Durham, NC 27702 Caitlin Breedlove 919/286-3230 www.southernersonnewground.org

To connect and sustain people organizing across lines of race, class, culture, gender and sexuality.

Decision: Full ☒ Partial ☐ No ☐ Defer ☐

Comments:

Great references. Long time ally of RESIST. Changing to a very multi-racial organization from beginnings of Black/white orientation. Budgeted income of \$205,000 may be a wish list. Funding *pending clarification* of budget numbers and receipt of 2007 actuals.

Health/AIDS/Disability Rights

20. Southerners on New Ground (SONG)

P.O. Box 268, Durham, NC 27702 Caitlin Breedlove 919/286-3230
www.southernersonnewground.org

Funding for an accessibility grant to enable members and allies to attend SONG's 15th Anniversary events.

Decision: Full ☐ Partial ☐ No ☒ Defer ☐

Comments:

Event is over.

Peace/Anti-Militarism

21. GI Rights Hotline - New Mexico

\$3,000

1600 5th Street, Albuquerque, NM 87102 Maria Santelli 505/404-6427 www.girightshotline.org
To provide support and resources for GIs, veterans and their families who have been hurt or left behind by the US military- including conscientious objectors and military personnel organizing in resistance to war.

Decision: Full ☒ Partial ☐ No ☐ Defer ☐

Comments:

Hotline and storytelling events seem effective. Cross many communities. Use every dollar to organize. Staffed by long term activists with connections to RESIST. Started in March 2008. Have a vision of building bridges between the anti-war movement and the military. Very diverse.

22. Iraq Veterans Against the War - Boston

\$2,000

33 Harrison Avenue, 5th Floor, Boston, MA 02111 Liam Madden 703/408-3626 www.ivaw.org
To end the war in Iraq by building a broad-based movement with an express focus on resistance from within the US military and veteran's community.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

23. Los Alamos Study Group

\$1,500

2901 Summit Place NE, Albuquerque, NM 87106 Greg Mello 505/265-1200 www.lasg.org
To clarify the links between nuclear disarmament, environmental protection and social justice within both a technical and moral frame of reference.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

Most militant group around nuclear waste/weapons issues. Have had a hard time working in collaboration. Have many small donors. *Send letter* re: need more analysis next time regarding role of movement building and political focus.

24. No Military Recruitment in Our Schools

\$2,000

c/o AFSC, 65 9th Street, San Francisco, CA 94103 Alan Lessik 415/565-0201
To oppose the presence of JROTC in the San Francisco school district.

Decision: Full ☐ Partial ☒ No ☐ Defer ☐

Comments:

Work is primarily to defeat a ballot initiative. Not clear if group will exist after the ballot initiative. Good strategy with the School Board- removing physical education credit for JROTC membership. Has potential for a national model. What will be in place for youth as an alternative if JROTC is banned?

25. Peace Action - Wisconsin

\$3,000

1001 East Keefe Avenue, Milwaukee, WI 53212 Julie Enslow 414/964-5158 www.peaceactionwi.org
To educate the public on issues of nuclear weapons, militarism, current interventions and conflicts and non-violence.

Decision: Full ☒ Partial ☐ No ☐ Defer ☐

Comments:

Budget does not carry last FY's deficit of 14k. Very diverse. Old school white peace group that has transformed itself. Great collaborations.

26. Washington Peace Center

P.O. Box 50032, Washington, DC 20091 Sonia Silbert 202/234-2000

www.washingtonpeacecenter.org

To work for peace, justice and non-violent social change in the Washington, DC area.

Decision: Full _____ Partial _____ No X Defer _____

Comments:

Have been stagnant for the past few years. Application is significantly better than last two. Marginally more diverse- but for an organization that has been around for so long and is in a very diverse area- little progress.

References not enthusiastic. Mostly a calendar of events.

27. Western New York Peace Center**Defer**

2123 Bailey Avenue, Buffalo, NY 14211 Elea Mihou 716/894-2013 www.wnypeace.org

To promote peace through justice at home and abroad.

Decision: Full _____ Partial _____ No _____ Defer X

Comments:

Need references.

Women's Rights**28. Democracy in Action****\$2,500**

P.O. Box 123, Rapid City, SD 57709 Ruth Waddington 605/484-5265 www.sddia.org

Funding for a grassroots movement of women working to bring about progressive change in South Dakota.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Work on reproductive rights issues in one of most restrictive states. Not sophisticated proposal. Claim work with a wide variety of progressive groups in South Dakota. No diversity chart. Grant *pending* receipt of income figures and diversity chart.

29. Idaho Women's Network**\$2,000**

P.O. Box 1385, Boise, ID 83701 Donna Wade 208/344-5738 www.idahowomensnetwork.org

To strengthen democracy and promote human rights through community organizing, advocacy and education.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Have links with most major organizing groups in Idaho. Budget is confusing. Doing emergency contraceptive work in a tough area. Grant *pending* receipt of additional budget information.

30. New Mexico Women's Justice Project**\$1,000**

P.O. Box 25501, Albuquerque, NM 87125-5501 Angie Vachio 505/265-9414 www.nmwjp.org

To eliminate a broad range of systemic barriers to social, economic and political justice faced by women, girls and their families in New Mexico

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Majority of work involves women and girls impacted by the criminal justice system. Not clear balance between public policy work and organizing. Not clear how sophisticated their political analysis is- need more sense of their work and broader criminal justice analysis. Seem to have a good vision. Take a chance.

TA

31. Fight for Lifers - West

\$500

P.O. Box 4683, Pittsburgh, PA 15206 Donna Pfender 412/361-3022

<http://fightforliferswest.mysite.com>

Technical Assistance funding to attend the Critical Resistance 10 (CR10) conference in order to learn new strategies and build networks with other criminal justice organizations.

Decision: Full X Partial No Defer

Comments:

Have perspective they need to work with victim's rights groups. Have a diverse membership. Contacts with Thomas Merton Center seem to be helping broaden political analysis. Are having a roundtable event at CR10. Great way for them to connect with other groups and learn new organizing strategies.

Total Number of Grants:	24 general support grants; 6 multi-year grants; 0 emergency grants; 1TA Grant; 19 not on agenda
Total Amount Requested:	\$90,500
Total Allocation for Cycle:	\$48,960
Total Grants:	\$35,000 general support grants; \$15,000 multi-year grants; \$500 TA Grants
Total Allocated:	\$50,500
Total # of Grants Allocated:	17 general support grants; 5 multi-year grants; 1TA Grant
Total # of Grants:	23

Hell Yes Grant: Deported Diaspora

Defer: Desiree Alliance, North Dakota Human Rights Coalition, The Policy Institute; Western New York Peace Center

Pending: Democracy in Action, Idaho Women's Network, Nodutdol, Southerners on New Ground

Not on the Agenda October 2008

1. Brandworkers International

P.O. Box 1257, Queens, NY 11101-5325 Daniel Gross 917/577-1110 www.brandworkers.org

To provide retail and food employees with legal, advocacy and organizing tools to increase employer compliance with the law and improve working conditions.

Reason: Need more information on union connections- are they duplicating the work? Only union they name that they are working with is IWW. No information on coalition partners- just say that they work with other non-profit workers' rights groups. Actual expenses only \$8,910. Financial statements unclear- current budget is for \$50,000 in expenses- but no information on income plan. Come back in December with specific additional information -

financials, work plan, relationship with Restaurant Organizing Center, relationship with IWW, and relationships with other unions

2. Citizens For Police Review

P.O. Box 6069, Knoxville, TN 37914 Umar Tate 865/540-1632 www.discoveret.org/cpr

To hold police accountable for their actions in response to a range of actions constituting police misconduct and to work for change in the criminal justice system.

Reason: Did not answer most of #11. Did not answer #12 at all. Come back with more political analysis.

3. Evolving Doors Dance Project

4795 N. 26th Street, Boulder, CO 80301 Angie Simmons 303/885-8513
www.evolvingdoorsdance.com

To use the art of dance to express political and social ideas.

Reason: No organizing. Two performances. One person show. Diversity grid at odds with narrative.

4. Guatemala Solidarity Committee -Boston

39 Winthrop Street, Milton, MA 02186 Laura Blacklow 617/696-2116 www.guatcomboston.org

To support popular movements for change in Guatemala, educate the US public, advocate for immigrant rights and work to change US foreign policy.

Reason: Budget for 2008 is \$3,550. In response to recent deportation campaigns- have changed work to include focus on domestic immigrant rights issues. Seems to be mostly speakers, film series and petition campaigns. No position on reproductive rights. Come back if can show on-going active organizing- beyond education.

5. Historical Black College and University Fund

P.O. Box 63, Lackey, VA 23694 Chioma Adaku-Griffin 615/738-8119 www.hbcufund.org

To increase civic participation and address the inequities and displacement of African American and low-income communities.

Reason: Majority of work appears to be voter registration. Founded in 2007. No clear organizing contacts.

6. Idaho Smart Growth

910 Main Street, #314, Boise, ID 83702 Rachel Winer 208/333-8066 www.idahosmartgrowth.org

Emergency funding for a mailing to build support for public transportation funding.

Reason: Not an emergency. Could get more mainstream funding for this work. Proposed budget is \$154,000.

7. Interfaith Coalition for Worker Justice - South Central Wisconsin

2300 South Park Street, #6, Madison, WI 53713 Renee Bauer 608/255-0376 www.workerjustice.org

To educate and mobilize the religious and labor communities in South Central Wisconsin on issues and campaigns to improve wages, benefits and working conditions for workers.

Reason: No positions on reproductive rights or abortion-"beyond the scope of our mission." Almost all white. Most diversity categories "do not track." Now doing outreach to Muslim communities. Send letter about reproductive rights and labor issue of *Newsletter* that addresses this issue.

8. Jobs with Justice - Southeast Michigan

600 West Lafayette, Detroit, MI 48226 Sam Stark 313/961-0800

To support the struggles of working people for economic and social justice.

Reason: No position on reproductive rights- even though asking for money for Health Care Access Committee. No activist organizations listed as references. No list of member groups. Send letter about reproductive rights and labor issue of *Newsletter* that addresses this issue.

9. Latin American and Caribbean Community Center

P.O. Box 89308, Atlanta, GA 30312 Janvieve Williams 404/610-2807 www.lacccenter.org

To improve the social and community services available to the Latino/Caribbean population in Metropolitan Atlanta.

Reason: Around since 2003. Budget last year was ~\$7,000. For 2008 it is ~\$53,000 with a projected \$28,000 loss. Seems mostly to be radio programming.

10. League of Women Voters of Texas

1212 Guadalupe Street, #107, Austin, TX 78701 Raul Salazar 512/472-1100 www.lwvtexas.org

To encourage informed and active participation in government, increase understanding of public policy issues and influence public policy through education and advocacy.

Reason: Almost all white. Budget is for 2008 - 2010.

11. Offender Reentry and Community Assistance, Inc. (ORCA)

351 E. 81st Avenue, Merrillville, IN 46410 Sylvia Gibbs 219/714-7921 www.offenderentry.org

To improve the quality of life for incarcerated and formerly incarcerated women and men and their families.

Reason: Appears to be mostly a re-entry program. Does not appear to include organizing for change. Limited political analysis.

12. Pan Left Productions

631 South 6th Avenue, Tucson, AZ 85701 Jamie A. Lee 520/792-9171 www.panleft.org

To produce videos and films that are distributed locally, nationally, and globally.

Reason: Are still being turned down by other funders. No organizing.

13. Rocky Mountain Peace and Justice Center

\$500

P.O. Box 1156, Boulder, CO 80306-1156 Christie Donner 303/444-6981 www.rmpjc.org

Emergency funding to organize political actions at the Democratic National Convention in August.

Reason: Not an emergency.

14. Students Active for Ending Rape (SAFER)

25 Washington Street, #411, Brooklyn, NY 11201 Margaret Mikkelsen 347/293-0953 www.safercampus.org

To reform campus sexual assault policies by providing progressive students with the tools they need to build local grassroots movements.

Reason: Seem to be preaching to the choir. Minimal response to #8 regarding diversity. Declined by most progressive funders they applied to for the past few years. No analysis that non-traditional students who are older may have common concerns. Third Wave Foundation grants are donor directed. Have \$15,000 surplus.

15. Teen Pregnancy & Prevention Partnership

2433 N. Grand, St. Louis, MO 63106 Allison M. Hile 314/534-6015 www.TeenPregnancy-StL.org

To decrease the incidence of sexually transmitted diseases and unplanned pregnancies in St. Louis and the surrounding metropolitan communities.

Reason: Founded by St. Louis Jr. League and National Council of Jewish Women. Are working on state legislation to fund comprehensive, medically accurate sexuality education in public schools. All funds to be spent on lobbying. Majority of work is meeting with legislators hosting training sessions for professionals, parents and educators regarding effective teen pregnancy prevention strategies. Get input from teens (essay contest and a panel), but none are involved in leadership or decision-making. Seeking funds from March of Dimes and Missouri Foundation for Health. Poor answer to #8 regarding diversity. No real analysis of race and class- "teen pregnancy and sexually transmitted diseases affect everyone." Very mainstream proposal.

16. The Clinch Coalition

1986 Inthepines Circle, Dungannon, VA 24245 Anna Hess 276/467-1417 www.clinchcoalition.org
To turn the National Forest around High Knob into a green space that the entire community can benefit from and enjoy.

Reason: Members "listen to and work with the low income community. No position on reproductive rights, glbtq people or people with disabilities. Marginal analysis of the impact of US domestic and foreign policy. Most references are not activists in Appalachia. Only one person of color involved- no mention of Native American communities or impact of immigration in the area. No significant discussion of class.

17. United for Peace and Justice - New York City

PO Box 607, Times Square Station, New York, NY 10108 Leslie Kielson 212/868-5545 www.nycufpj.org
To oppose the Iraq War by building a permanent local grassroots peace and justice movement.

Reason: Poor answer to #8 regarding diversity. Not very diverse for New York. No detailed list of their collaborators.

18. Vox Feminista

P.O. Box 17, Jamestown, CO 80455 Oak Chezar 720/266-4067 www.voxfeminista.org
To inspire people to take action toward global justice through art and entertainment.

Reason: FY '07 statements do not make sense. Mostly performances. No organizing. No on-going work.

19. World Student Christian Federation North America

475 Riverside Drive Ste. #1370, New York, NY 10115 Luciano Kovacs 212/870-2470
www.wscfglobal.org

To provide a forum for students to think critically about situations around the world and to study these issues within a faith context.

Reason: Not a RESIST priority.

Social Justice Funders

Funding Exchange Member Funds

Funding Exchange
666 Broadway, #500
New York, NY 10012
www.fex.org

Appalachian Community Fund
530 S. Gay Street, Suite 700
Knoxville TN 37902
www.appalachiancommunityfund.org

Bread & Roses Community Fund
1500 Walnut Street #1305
Philadelphia, PA 19102
www.breadrosesfund.org

Chinook Fund
2418 West 32nd Avenue
Denver, CO 80211
www.chinookfund.org

Crossroads Fund
3411 West Diversey #20
Chicago, IL 60647
www.crossroadsfund.org

Foundation for Change
3758 30th Street
San Diego, CA 92104
www.foundation4change.org

Fund for Santa Barbara
1524 ½ State Street
Santa Barbara, CA 93101
www.fundforsantabarbara.org

Fund for Southern Communities
315 West Ponce de Leon Avenue, #1061
Decatur, GA 30030
www.fundforsouth.org

Hawai'i People's Fund
949 Kapiolani Blvd., #100
Honolulu, HI 96814
www.hawaiipeoplefund.org

Haymarket People's Fund
42 Seaverns Avenue
Boston, MA 02130
www.haymarket.org

Headwaters Foundation for Justice
2801 21st Avenue S., #132B
Minneapolis, MN 55407
www.headwatersfoundation.org

Liberty Hill Foundation
2121 Cloverfield Blvd, #113
Santa Monica, CA 90404
www.libertyhill.org

McKenzie River Gathering Foundation
2705 E. Burnside, #210
Portland, OR 97214-1768
www.mrgf.org

North Star Fund
520 Eighth Avenue, 22nd Floor
New York, NY 10018
www.northstarfund.org

Three Rivers Community Foundation
100 N. Braddock Avenue, #207
Pittsburgh, PA 15208
www.trcf.net

Wisconsin Community Fund
1202 Williamson Street, #D
Madison, WI 53703
www.wcfund.org

Progressive Foundations

A.J. Muste Memorial Institute
39 Lafayette Street
New York, NY 10012
(212) 533-4335
www.ajmuste.org

Abelard Foundation-East
P.O. Box 148
Lincoln, MA 01773
(781) 259-8470
www.commoncounsel.org

Abelard Foundation-West
1221 Preservation Park Way #101
Oakland, CA 94612
(510) 834-2995
www.commoncounsel.org

Abya Yala Fund
P.O. Box 28386
Oakland, CA 94604
(510) 763-6553
<http://ayf.nativeweb.org>

Access Strategies Fund
678 Massachusetts Avenue, Suite 903
Cambridge, MA 02139
(617) 494-0715
www.accessstrategies.org

Astraea National Lesbian Action Foundation
116 E. 16th Street, 7th Floor
New York, NY 10003
(212) 529-8021
www.astraea.org

Ben & Jerry's Foundation
30 Community Drive
South Burlington, VT 05403-6828
(802) 846-1500
www.benjerry.com/foundation

Boston Women's Fund
14 Beacon Street, #805
Boston, MA 02108
(617) 725-0035
www.bostonwomensfund.org

C.S. Fund
469 Bohemian Highway
Freestone, CA 95472
(707) 874-2942
www.csfund.org

CarEth Foundation
101 University Drive, #A2
Amherst, MA 01002
(413) 256-0349 x12
www.proteusfund.org/programs/careth-foundation

Church Women United
475 Riverside Drive, #1626A
New York, NY 10115
(800) 298-5551
www.churchwomen.org

Colombe Foundation
101 University Drive, #A2
Amherst, MA 01002
(413) 256-0349 x12
www.proteusfund.org/programs/colombe-foundation

Community Works
25 West Street
Boston, MA 02111
(617) 423-9555
www.communityworks.com

Compton Foundation, Inc.
255 Shoreline Drive, Suite 540
Redwood City, CA 94065
(650) 508-1181
www.comptonfoundation.org

Deer Creek Foundation
720 Olive Street, Suite 1975
St. Louis, MO 63101
(314) 241-3228

Discount Foundation
77 Summer Street, 8th Floor
Boston, MA 02110-1006
Tel: (617) 451-7480
www.discountfoundation.org

Foundation for the Mid South
134 East Amite Street
Jackson, MS 39201
(601) 355-8167
www.fndmidsouth.org

Fund for Idaho
P.O. Box 769
Boise, ID 83701-0769
208/343-1744
www.fundforidaho.org

General Service Foundation
557 North Mill Street, #201
Aspen, CO 81611
(970) 920-6834
www.generalservice.org

Global Fund for Women
1375 Sutter Street, #400
San Francisco, CA 94109
(415) 202-7640
www.globalfundforwomen.org

Global Greengrants Fund
2840 Wilderness Place, #A
Boulder, CO 80301
(303) 939-9866
www.greengrants.org

Grassroots International
179 Boylston Street, 4th Floor
Boston, MA 02130
(617) 524-1400
www.grassrootsonline.org

Greensboro Justice Fund
P.O. Box 1594
Northampton, MA 01061
(413) 322-9730
www.gjf.org

Edward W. Hazen Foundation
90 Broad Street, #604
New York, NY 10004
(212) 889-3034
www.hazenfoundation.org

International Development Exchange
827 Valencia Street, #101
San Francisco, CA 94110-1736
(415) 824-8384
www.idex.org

Jewish Funds for Justice
330 7th Avenue, #1902
New York, NY 10001
(212) 213-2113
www.jewishjustice.org

Kongsgaard-Goldman Foundation
1932 First Avenue, #602
Seattle, WA 98101
(206) 448-1874
www.kongsgaard-goldman.org

Lambi Fund of Haiti
P.O. Box 18955
Washington, DC 20036
(202) 833-3713
www.lambifund.org

Lawson Valentine Foundation
1000 Farmington Avenue #105A
West Hartford, CT 06107
(860) 570-0728

McKay Foundation
303 Sacramento Street, 4th Floor
San Francisco, CA 94111
(415) 288-1313
www.mckayfund.org

Merck Family Fund
303 Adams Street
Milton, MA 02186
(617) 696-3580
www.merckff.org

Diane Middleton Foundation
479 W. 6th Street #407
San Pedro, CA 90731
(310) 519-7555
www.dmfgrants.com

Ms. Foundation for Women
120 Wall Street, 33rd Floor
New York, NY 10005
(212) 742-2300
www.ms.foundation.org

Needmor Fund
42 South Saint Clair Street
Toledo, OH 43604-8736
(419) 255-5560
www.needmorfund.org

New World Foundation
666 West End Avenue
New York, NY 10025
(212) 497-3470
www.newwf.org

Norman Foundation, Inc.
147 East 48th Street
New York, NY 10017
(212) 230-9830
www.normanfdn.org

Open Meadows
P.O. Box 150-607
Van Brunt Station
Brooklyn, NY 11215-607
(718) 885-0969
www.openmeadows.org

Ottinger Foundation
80 Broad Street, #1600
New York, NY 10004
(212) 764-1508
www.ottingerfoundation.org

Peace Development Fund
P.O. Box 1280
44 N. Prospect Street
Amherst, MA 01004-1280
(413) 256-8306
www.peacedevelopmentfund.org

Ploughshares Fund
Fort Mason Center, B-330
San Francisco, CA 94123
(415) 775-2244
www.ploughshares.org

Proteus Fund
101 University Drive, #A2
Amherst, MA 01002
(413) 256-0349
www.proteusfund.org

Rosenberg Fund for Children
116 Pleasant Street, #348
Easthampton, MA 01027
(413) 529-0802
www.rfc.org

Samuel Rubin Foundation
777 United Nations Plaza
New York, NY 10017-3521
(212) 697-8945
www.samuelrubinfoundation.org

Seva Foundation
1786 5th Street
Berkeley, CA 94710
(877) 764-7382
www.seva.org

Seventh Generation Fund
P.O. Box 4569
Arcata, CA 95518
(707) 825-7640
www.7genfund.org

Sister Fund
79 Fifth Avenue, 4th Floor
New York, NY 10003
(212) 260-4446
www.sisterfund.org

Social Justice Fund Northwest
Formerly "A Territory Resource"
603 Stewart Street, Suite 1007
Seattle, WA 98101-1264
(206) 624-4081
www.socialjusticefund.org

Solidago Foundation
25 Main Street, #01060
Northampton, MA 01060
(413) 587-0174
www.solidago.org

Southern Partners Fund
1776 Peachtree Street, N.W.
Atlanta, GA 30309
(404) 541-9091
www.spfund.org

Streisand Foundation
2800 28th Street, #105
Santa Monica, CA 90405-6204
(310) 314-8396
www.barbrastreisand.com

Three Guineas Fund
153 Upper Terrace
San Francisco, CA 94117-4513
(415) 550-4783
www.3gf.org

Threshold Foundation
P.O. Box 29903
San Francisco, CA 94129-0903
(415) 561-6400
www.thresholdfoundation.org

The Tides Foundation
P.O. Box 29198
San Francisco, CA 94129-0198
(415) 561-6400
www.tides.org

Third Wave Foundation
25 East 21st Street, 4th Floor
New York, NY 10010
(212) 228-8311
www.thirdwavefoundation.org

Town Creek Foundation
121 N. West Street
Easton, Maryland 21601
(410) 763-8171
www.towncreekfdn.org

Twenty-First Century Foundation
132 West 112th Street, Ground Level
New York, NY 10026
(212) 662-3700
www.21cf.org

Unitarian Universalist Funding Program
P.O. Box 301149
Jamaica Plain, MA 02130
www.uua.org/uufp

Unitarian Universalist Veatch Program
48 Shelter Rock Road
Manhasset, NY 11030
(516) 627-6576
www.uucsr.org/veatchfunding

Urgent Action Fund
3100 Arapahoe Avenue, #201
Boulder, CO 80303
(303) 442-2388
www.urgentactionfund.org

Vanguard Public Foundation
383 Rhode Island Street, Suite 301
San Francisco, CA 94103
(415) 487-2111
www.vanguardsf.org

Grantmaking Associations

Design Industries Foundation Fighting AIDS
200 Lexington Avenue, #1016
New York, NY 10016
(212) 727-3100
<http://diffa.org>

Disability Funders Network
14241 Midlothian TrnPk., #151
Midlothian, VA 23113-6500
(703) 795-9646
www.disabilityfunders.org

Environmental Grantmakers Association
55 Exchange Place, #405
New York, NY 10005-1965
(212) 467-7477
www.ega.org

Environmental Support Center
1500 Massachusetts Avenue NW, #25
Washington, DC 20005
(202) 331-9700
www.envsc.org

Funders Collaborative on Youth Organizing
183 Madison Avenue, Suite 919
New York, NY 10016
www.fcyo.org

Funders Concerned About AIDS
50 East 42nd Street, #1808
New York, NY 10017
(212) 573-5533
www.fcaids.org

Funders for Lesbian and Gay Issues
116 East 16th Street, 7th Floor
New York, NY 10003
(212) 475-2930
www.lgbtfunders.org

Funders Network on Trade and Globalization
3401 Folsom Street
San Francisco, CA 94110
(415) 642-6022
www.fntg.org

Grantmakers in Health
1100 Connecticut Avenue NW, #1200
Washington, DC 20036
(202) 452-8331
<http://www.gih.org/>

Grantmakers Without Borders
PO Box 181282
Boston, MA 02118
(617) 794-2253
www.internationaldonors.org

Peace and Security Funders Group
7 Elliewood Avenue, 3rd Floor
Charlottesville, VA 22903
(434) 989-1514
www.peaceandsecurity.org

Women's Funding Network
1375 Sutter Street, Suite 406
San Francisco, CA 94109
(415) 441-0706
www.wfnet.org

Alternative Workplace Funds

National Alliance for Choice in Giving

901 O Street NW

Washington, DC 20036

(202) 296-8470

National Committee for Responsive Philanthropy

2001 S Street NW, Suite 620

Washington, DC 20009

(202) 387-9177

RESIST Finance Narrative

January 1, 2008, to August 31, 2008

Accompanies Statement of Net Assets and Statement of Activities

BIG PICTURE

Our *net income* (income less expenses) for January 1, 2008, through August 31, 2008, was a *loss* of about \$193,000. In our annual budget for this time period, we expected to have a net loss of \$141,972.

Income is lower than expected by \$23,891. *Expenses* are approximately \$6,443 more than anticipated. This means we have a difference of approximately \$30,334 between where we expected to be at this time and where we actually are. For the most part, higher expenses reflect an increase in personnel of approximately \$4,495 and general and administrative expenses of about \$2,689.

Year End Forecast: As of August 31, 2008, the year end forecast anticipates a net loss of \$57,057. This is approximately \$15,086 more than the budget loss of \$41,971.

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

STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately \$423,992. This is about \$55,122 less than we had in 2007. The decrease in assets is primarily due to: 1) a loss in value based upon the change in market conditions; and 2) a drop in income received.

STATEMENT OF NET ACTIVITIES (ITEM B)

Revenue:

Revenue is about \$23,891 *lower* than budgeted: \$260,849 actual vs. \$284,740 in the budget.

Gifts and Pledges: \$10,178 lower than budgeted

- *Internal mailing* contributions are approximately \$14,239 less than budgeted. Income from the pledge program is approximately \$13,895 lower than expected and appeals to current donors are \$747 more than expected. Revenue from the *Newsletter* is \$1,091 less than expected.
- *Prospect mailing* contributions are \$5,086 higher than budgeted.
- *Special Contributions* are \$1,610 higher than budgeted.

Investment Income: \$13,732 lower than budgeted

- *Interest and dividends* are \$2,086 higher than budgeted.
- *Realized gains or losses* on the sale of investments are \$691 more than budgeted.
- *Unrealized gains or losses* on investments are \$16,508 less than budgeted.

Expenses:

Expenses are about \$6,443 *more* than budgeted: \$463,155 actual vs. \$456,712 in the budget.

Fundraising expenses: \$1,848 more than budgeted

- *Internal mailing* costs are about \$4,123 more than the budgeted amount.
- *Prospect mailing* costs are \$1,817 less than budgeted due to the timing of bills.

Program expenses: \$2,209 less than budgeted

- *Grants Program* expenses are \$3,810 less than budgeted.
- *Newsletter* costs are \$2,976 more than budgeted. This reflects additional costs due to an increase in the number of subscribers to the paper version of the *Newsletter*.
- *Web site* expenses are \$134 less than budgeted.

Administrative Expenses: \$6,804 more than budgeted

- *General and administrative* expenses are \$2,689 more than budgeted.
- *Personnel and health insurance* expenses are \$4,495 more than budgeted. This primarily reflects Carol's severance package and higher insurance from staff size increase.

	YTD ACTUAL 8/31/2008	YTD BUDGET 8/31/2008	+/- BUDGET	ANNUAL BUDGET	YEAR END FORECAST
SUPPORT AND REVENUES					
Gifts and Pledges					
Internal mailings	175,966.00	190,205.00	(14,239.00)	382,000.00	353,402.97
Prospecting Mailings	39,686.00	34,600.00	5,086.00	55,000.00	63,084.61
Special Contributions	41,533.00	39,923.00	1,610.00	167,150.00	173,890.70
Special Events Income	1,365.00	4,000.00	(2,635.00)	8,000.00	2,730.00
Total Gifts and Pledges	258,550.00	268,728.00	(10,178.00)	612,150.00	588,964.97
Investment Income					
Interest and Dividend Income	9,755.00	7,669.00	2,086.00	11,500.00	14,628.00
Realized and Unrealized Gain/(Loss)	(10,083.00)	5,735.00	(15,818.00)	8,600.00	(15,120.10)
Total Investment Income	(328.00)	13,404.00	(13,732.00)	20,100.00	(492.06)
Other Support and Revenue	2,627.00	2,608.00	19.00	4,700.00	4,734.24
TOTAL SUPPORT AND REVENUES	260,849.00	284,740.00	(23,891.00)	636,950.00	583,506.90
FUNCTIONAL EXPENSES					
Fundraising Costs					
Internal Mailings	17,206.00	13,083.00	4,123.00	24,400.00	32,089.40
Prospecting Mailings	23,533.00	25,350.00	(1,817.00)	50,700.00	47,066.00
Other Fundraising	1,260.00	1,718.00	(458.00)	4,025.00	2,951.90
Total Fundraising Costs	41,999.00	40,151.00	1,848.00	79,125.00	82,107.40
Program Services					
Grant Awards	171,740.00	175,550.00	(3,810.00)	272,100.00	266,194.50
Grant Program	1,509.00	2,750.00	(1,241.00)	3,800.00	2,085.10
Newsletter Costs	25,294.00	22,318.00	2,976.00	33,500.00	37,967.00
Website and Internet	1,036.00	1,170.00	(134.00)	1,750.00	1,549.50
Total Program Services	199,579.00	201,788.00	(2,209.00)	311,150.00	307,743.80
Administrative Costs					
Personnel	165,263.00	160,768.00	4,495.00	241,149.73	247,892.17
General and Administrative	55,444.00	52,755.00	2,689.00	75,631.00	79,486.00
Board Expenses	870.00	1,250.00	(380.00)	1,865.00	1,298.00
Total Administrative Costs	221,577.00	214,773.00	6,804.00	318,645.73	328,676.20
TOTAL FUNCTIONAL EXPENSES	463,155.00	456,712.00	6,443.00	708,920.73	718,527.40
CHANGE IN NET ASSETS	(202,306.00)	(171,972.00)	(30,334.00)	(71,970.73)	(135,020.51)
EXTRAORDINARY DONATIONS	9,303.00	30,000.00	(20,697.00)	30,000.00	9,303.00
TOTAL INCREASE (DECREASE) IN NET ASSETS	(193,003.00)	(141,972.00)	(51,031.00)	(41,970.73)	(57,056.86)
NET ASSETS, BEGINNING OF YEAR	617,000.00			617,000.00	617,000.00
NET ASSETS, END OF YEAR	423,997.00			575,029.27	559,943.14

Staff Meeting Minutes 9/17/08
Malika, Yafreisy, Robin

Check in

Grants

Everything is on time with grants; Robin and Yafreisy are beginning references this week.

Finances

Finance committee is meeting Friday 9/19 at 9am. Robin and Yafreisy will run budget numbers this afternoon; based on concerns and questions from those numbers, Malika will run analytical fundraising reports. Executive Committee has a recommendation for the finance committee: to better systematize discussions of staff raises annually. Discussion of whether this process is already in effect or not. Robin will present this discussion to the Finance Committee Friday. Robin will present financials at board mtg.

Executive Committee

E.C. is trying to streamline the evaluation process, particularly in terms of sticking to timelines. They have presented a draft of the evaluation process to staff for review. E.C. is working on combining the old and the new evaluation forms. Evaluations will happen in February of each year instead of December so that staff can focus on end-of-year work. Discussion of whether or not evaluations and final vote for new staff will happen at the next staff meeting. Robin will follow up with Personnel Committee. E.C. urges R&R committee to meet to get back on track and to plan a retreat, Robin will contact Cynthia.

Communications

Robin will check in with Christy about soliciting articles for the next Newsletter. JwJ RI and Grassroots International need program ads, Robin will try to compose them. If she's unable we'll ask Damien or Carol for help.

Fundraising

For the next 4 months Malika is focusing on comprehensive database training, fixing the pledge program, major donor visits and improving our rating with BBB and Charity Navigator. Malika and Diana will be meeting with Boston area major donors over the next few months. Malika will set up Sage Payment Solutions after her Sage conference in Oct. We will keep Groundspring as a backup until transfer is complete, the last stage will be to contact Groundspring pledges for credit card information. Fixing the pledge program will be a time intensive process with several complicated steps. Malika and Yafreisy will work together on this. Malika has started researching BBB/CN rating issues; Robin and Malika will meet when R returns from the Making Money Making Change Conference.

Travel/Days off

Yafreisy will leave for Critical Resistance Thursday 9/25 and return to work Tuesday 9/30. Robin will leave Thurs 10/2 for Making Money Making Change and return to the office Monday 10/6. Malika will leave for the Sage conference Monday 10/6 and return to the office Friday 10/10. Malika will take off Monday 9/22.