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Resist Board Meeting Minutes

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6-6-2010

### Resist Steering Committee Meeting, June 6, 2010

Resist

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Finance Comm. Meeting

4.28.10

Present: Becca (chair), Robin, Jim, Malika, Yafreisy (minutes)

1. **Statements:**

Robin passed out statements and narrative for March and un-reconciled numbers for April, committee will look at and read on their own time.

2. **990 Forms:**

Robin went over the forms with the committee and pointed out the areas that she and Meredith had gone over. The Comm. found no problems with the 990 other than the ones Robin and Meredith had already identified and will sign off on them once Linda Smith makes the changes/clarifications.

Once Linda corrects the errors on the forms- Meredith, Robin and Yafreisy can begin the Charitable Registration process again. There are a group of states that are due in mid May.

See Forms/Memo for complete changes

3. **Financial Planning:**

The committee decided to move ahead with the financial planning process to help Resist think long range about fundraising goals and how those fit into larger programmatic and organizational goals and vision. At the next meeting Robin will bring forms for the committee to look at. We hope to look at the past 5 years and input numbers for the next 3 years. The finance comm. will be asking other committees to look at their work plans and any other work that has budget implication and look at their program area and project the next three years. Staff will also be asked to think about office needs, raises, personnel and project out for the next 3 years. This will be done at each committee and for all work areas of Resist.

Malika is going to contact: Astrea, North Star Fund, McKensie River Gathering, Bread and Roses, Funding Exchange, and Grassroots International for ideas about how to incorporate windfall donations (e.g., bequests) into a financial plan.

Meeting Adjourned

Next finance Comm. Meeting: May 19<sup>th</sup> at 3:30pm



**RESIST Board Meeting  
Minutes  
June 6, 2010**

**Present:** Cynthia Bargar, Jennifer Bonardi, Melissa Cariño, Robin Carton, Miabi Chatterji, Diana Digges, Warren Goldstein-gelb, Becca Howes-Mischel, Kohei Ishihara, Ravi Khanna, Yafreisy Mejia, Marc Miller (minutes), Christy Pardew, Dimple Rana, Ragini Shah, Sarath Suong, Jen Willsea.

**1. Introductions**

**2. Agenda review**

Additional time needed for fundraising committee

**3. Approved April 2010 minutes**

**4. Finance Committee announcement**

We have been significantly under-spending on grants to date.

**5. R&R proposal for chairing grantmaking**

2 chairs: one for facilitating discussion, the other for voting.

*Proposed and approved* that we try this and then evaluate.

**6. Grantmaking**

Issues raised during grantmaking:

- How can RESIST's money make change in the best way?
- What are the ways in which receipt of CCHD money undermines social justice movement building?
- More discussion about alternative methods/styles of organizing in communities of color
- What exactly does the current health care overall do and how could single-payer health care improve on these changes?

**7. Political discussion:**

Report by Dimple and Kohei on their road trip with others, including Camilo, to Arizona to protest SB1070. Included stop at Kent State.

RESIST will do outreach to groups working on anti-immigrant legislation and sentiment, as well as to groups working on Gulf Coast issues.

**8. R&R Committee**

Two proposed options for changing the way we read grants:

Option A. Assign each person a few "read carefully" grants and then each person also reads all the others in a less-careful way.

Option B: Each person is assigned half the pile to read carefully and the other half to read less carefully

*We unanimously decided to try Option B for two board meetings and then to evaluate.*

R&R Committee noted the burden on staff and committee chairs when people do not respond quickly to emails and other requests, do not assist with taking minutes and setting schedules, etc. Reminder to all to be aware of this and to be responsible and responsive.



R&R Committee is considering holding a training session of facilitation this fall.

*Committee assignments:*

Communications Committee: Needs people: Marc is joining.

Fundraising, Finance, and Personnel also need at least one person each. Goal is for each person to serve on one committee. All board members should email R&R with their desires for changes in serving. Melissa is moving away and so will be leaving the board, but may stay for one more meeting.

R&R is talking about recruiting new board members.

## **9. Personnel Committee**

Staff left the room

Send hand-out for committee report on staff review.

Staff had a retreat last week. Need an update on that.

Ran out of time for further discussion. All board members should email the committee with comments and questions on the staff review.

## **10. Fundraising**

We have held 2 successful house parties and have receiving major donor contributions beyond goals. Got some very encouraging comments from major donors on RESIST and its services.

Handout: reminder that all are to participate in fundraising in ways that feel comfortable to them, We then divided into groups to brainstorm ways to raise \$250 in new money: rent Cynthia's Cape home, house parties and events that target particular groups, charge fees to non-RESIST people for fundraising training, grassroots fundraising targeting youth to give small amounts (maybe at the Social Forum), workplace giving (although we are not eligible for Community Works), wills (including fundraising at funerals for those dying to give RESIST money), tabling at street fairs (esp. in David Sq.), car shows/parties/night for RESIST at such events, passing hat at any party (like a birthday) instead of people bringing gifts, new t-shirt, writing a people's guide to progressive movements, showing a film at a house and charging admission, dinner party and charging people, personal shopping services, speed dating for progressives, fashion consulting, closet clean-outs, cartoon and graphic design, came night, staff rental of Cape house, cooking class

## **11. Finance Committee**

See handout for report that integrates Finance and Fundraising reports. Bottom line: No recommendations for budget adjustments

\$100k bequest delayed due to reporting requirements in Michigan. Should be settled soon.

Another \$100k bequest coming, with possibly more attached to be \$250k in all based on our increasing the maximum grant award to \$4,000.

Worrisome to be balancing our budget lately on something as unpredictable as bequests.

Handout: worksheet on possible changes to RESIST if we had more money, with financial implications for each option. Each committee should consider possible changes.

## **12. Communications Committee**

Newsletter masthead is being revised to include the names of board members

Next newsletter focuses on the Social Forum

Redesign of the Web site is in progress. Expect completion by the end of the summer.



Handout: results of a survey of grantees about their use of social media. 100 responses.

### **13. Grants Committee**

Putting together a series of discussions.

48 proposals received for next cycle. After weeding, we expect to have 28-32 for board meeting.

### **14. Executive Committee**

Thinking about political discussions but not clear if that is an EC or R&R task. Board decided this would be an EC task.

Grants is also developing discussion topics and will pass these ideas on to the EC. Looking for ways to include more voices in our meetings but not clear if that is an EC or R&R task. Board decided this would be an EC task.

Working with committees to get earlier input on time needed at board meetings.

### **15. Meeting evaluation**

*Next Meeting: August 7, 2010.*



## June 2010 Grant Decisions

### Multi-Year Grants

#### Renewals

##### 1. Economic Justice Coalition

\$3,000

P.O. Box 1225, Athens, GA 30603-0365 Linda Lloyd 706/549-1142 [www.econjustice.org](http://www.econjustice.org)  
year three of a multi-year grant to educate the community about economic disparities and to work towards implementing living wage and health benefit policies.

#### New

##### 2. Ex-Prisoners and Prisoners Organizing for Community Advancement (EPOCA)

\$3,000

5 Pleasant Street, 3rd Flr., Worcester, MA 01609 Steve O'Neill 508/410-7676 [www.exprisoners.org](http://www.exprisoners.org)  
for an organization of ex-prisoners, felons, allies and family working for reform of the criminal justice system and to oppose the misuse of CORI information by employers and housing authorities.

Decision: Full / MY / *Hell Yes!*

Comments:

Huge CORI victory. Now working on implementation and new organizing plans. Setting up a green coop to recycle oil. Good fundraising strategy.

##### 3. Oregon Toxics Alliance

\$3,000

P.O. Box 1106, Eugene, OR 97440 Lisa Arkin 541/465-8860 [www.oregontoxics.org](http://www.oregontoxics.org)  
to expose the root causes of toxic pollution and to help Oregon communities find solutions that protect human and environmental health

Decision: Full / MY

Comments:

Able to navigate communities across lines of class and race. Have networked with local Latino organizations. Act as an effective ally group. 5 news stories since November- so clearly getting good press coverage. Able to stop pesticide spraying in some areas and engage in lead campaign around toys. Are building a human rights framework to talk about environmental justice and environmental racism.

### General Support

#### Community Organizing/ Anti-Racism

##### 4. Boston Interpreters Collective

\$1,000

81 Melville Avenue, Dorchester, MA 02124 Corry Banton 617/999-0888 [www.interpreterscollective.org](http://www.interpreterscollective.org)  
to increase the power of Boston area immigrants and their allies to combat racism. Xenophobia and US imperialism by challenging the English language hegemony.

Decision: Partial

Comments:

Potentially a jumping off point for organizing. Appear to do most of their work in Jamaica Plain. Are there other areas that need help more? No fundraising plan. No Board of Directors. Not clear if there is an advisory board. Doing interpretation at community meetings. Are an intermediary organization. Most of the interpreters are European American/Caucasian. New young group. Need to ask them to address issues re: financial/fundraising plans; inclusion of people of color in organization; expanded information on how the work supports organizing; and how oversight happens without a Board.



**5. Citizens for Educational Awareness**

**\$1,500**

503 Guninea Tom Avenue, Kilmichael, MS 39747-9762 Mary Young 662/262-7519 young5566@att.net  
to educate and advocate for the improvement of quality of life for the residents of Kilmichael, Starkville and  
Montgomery Mississippi by organizing for social justice and equality.

Decision: Partial

Comments:

Connect to Buzz for on-line training to help with developing a fundraising plan.

**6. Community Alliance of Lane County (CALC)**

**\$2,500**

458 Blair Blvd., Eugene, OR 97402 Kori Rodley Irons 541/485-1755 www.calclane.org  
to educate and organize for peace, human dignity, and racial, social and economic justice.

Decision: Partial

Comments:

Good analysis re: counter-recruitment. Have managed to grow from original focus to very multi-issue. Very diverse.

**7. Housing Long Beach**

507 Pacific Avenue, Long Beach, CA 90802 America Aceves 562/331-1788  
aaceves.housinglb@gmail.com

to preserve and increase the supply of quality affordable housing for low income residents of Long Beach.

Decision: No

Comments:

Single issue. Large surpluses with no explanation.

**8. Parent Voices**

**Defer**

445 Church Street, San Francisco, CA 94114 Maria Luz Torre 415/343-3383 www.parentvoices.org  
to organize for access to high quality affordable child care and health care for all children.

Decision: Defer

Comments:

Need more references and explanation of government contracts. Is this a stand alone chapter or a member of a statewide organization. Diverse membership. People affected in leadership. Weak political analysis. No clear connections to other movements. Not radical. Is it a gateway for people to community organizing.

**9. South Bay Communities Alliance**

**\$3,000**

7385 Highway 188, Coden, AL 36523 Paul Nelson 251/442-5213 paulnelson1957@gmail.com  
to organize communities in the Gulf Coast region to advocate for sufficient Katrina rebuilding assistance and fair recovery policies.

Decision: Full

Comments:

CDBG money is not getting to the area. Group worries that money goes back into US Treasury and then used to support war. Are trying to reclaim their community. Service in context here becomes radical. New organizing needing to come out of oil spill.



#### 10. Texas Tenants' Union

4228 Main Street, Dallas, TX 75226 Sandy Rollins 214/823-2999 [www.txtenants.org](http://www.txtenants.org)  
to empower tenants through education and organizing to protect their rights, preserve their homes, and improve their living conditions.

Decision: No

Comments:

Not clear they have a broad social justice analysis. Get CCHD money which impacts political analysis. "We accept anyone who comes to join us."

#### 11. Umatilla Morrow Alternatives

**\$3,000**

601 E. Sunset Drive, Hermiston, OR 97838-1943 Frank Roa 541/567-3471 [www.umalt.com](http://www.umalt.com)  
to advocate for equality, leadership, education and dignity among all under-served minority populations.

Decision: Full

Comments:

Radical. Spirited. Not sophisticated. Bridge lgbtq, HIV/AIDS, Native American and immigrant communities. Very courageous work in a dangerous environment.

### Economic Justice

#### 12. Nashville Homeless Power Project

**\$2,000**

1310 Jefferson Street, #200, Nashville, TN 37208 Jay Mazon 615/321-6100 [www.homelesspower.org](http://www.homelesspower.org)  
to organize current and formerly homeless people and their allies to eradicate homelessness and poverty in Nashville.

Decision: Partial / "But" letter

Comments:

Connect issues. Radical. Amazing media exposure. Need to address how they work with homeless lgbtq people, ex-prisoners and youth.

### Environmental Justice

#### 13. Clean Air Coalition of Western New York

**\$1,500**

1250 Niagara Street, Buffalo, NY 14213 Erin Heaney 716/852-7483 [www.cacwny.org](http://www.cacwny.org)  
to empower residents to improve the air quality and health of their local community.

Decision: Partial / "But" letter

Comments:

Fairly new. Organizing in the community. Really nice web site. Seem to be multi-issue. Need to address position on reproductive rights.

#### 14. People Concerned About MIC

**\$3,000**

P.O. Box 45, Institute, WV 25112 Maya Nye 304/389-6859 [peopleconcernedaboutmic.com](http://peopleconcernedaboutmic.com)  
to protect residents and workers from exposure to the highly toxic chemical methyl isocyanate (mic) which is produced and stockpiled in Institute, West Virginia.

Decision: Full / *Hell Yes!*

Comments:

Diverse leadership. Terrific references. Amazing history.



## Health Care/AIDS/Disability Rights

### 15. Minnesota Citizens Federation - Northeast

**\$1,500**

2110 W. First Street, #102, Duluth, MN 55806 Buddy Robinson 218/727-0207 [www.citizensfed.org](http://www.citizensfed.org)  
to work towards economic justice with a particular focus on creating affordable health care for everyone.

Decision: Partial

Comments:

Stand up to the Catholic Church. In a rural, isolated white area. Trying to connect with local Native American and new immigrant Somali communities. Organizing seniors will be very important as the US population continues to age.

### 16. NARAL Pro-Choice Wyoming

**\$2,000**

P.O. Box 271, Laramie, WY 82073 Sharon Breitweiser 307/742-9189 [sbreit@tribcsp.com](mailto:sbreit@tribcsp.com)  
to ensure that all women are guaranteed meaningful access to a full range of reproductive choices, through education, training, organizing, legal action and public policy.

Decision: Partial

Comments:

Much better proposal. Clears up prior concerns. In light of attempts to rollback abortion access- work is important.

## Labor/Employment Rights

### 17. Centro de Trabajadores Unidos: Immigrant Worker's Project

**\$2,000**

3200 E. 91st Street, Chicago, IL 60617 Arturo Carrillo 773/297-3370 [www.centrodetrabajadoresunidos.org](http://www.centrodetrabajadoresunidos.org)  
to educate workers on their rights, develop leadership within the immigrant community and support workers as they organize to protect their rights in the workplace.

Decision: Partial

Comments:

Deliberate in decision-making (voting is for immigrants in process). Political positions show CCHD influence. Large salary increase in budget- where does it come from? Closer to Indiana than Chicago. Code of Conduct based on the Rock model. 9 members now- are they growing?

### 18. Eugene-Springfield Solidarity Network

**\$1,000**

P.O. Box 10272, Eugene, OR 97440 Nancy Forrest 541/736-9041 [www.solidaritynetwork.org](http://www.solidaritynetwork.org)  
to bring together labor unions, religious congregations and community groups to support the civil and economic rights of all working people.

Decision: Partial

Comments:

Good references. Solid work.

### 19. The Workers' Rights Center

**\$1,500**

2300 S. Park Street, Suite 001, Madison, WI 53713 Patrick Hickey 608/255-0376 [www.wrcmadison.org](http://www.wrcmadison.org)  
to provide low-income workers with education, referrals and trainings to assist them in successfully resolving workplace problems.

Decision: Partial

Comments:

Get United Way money. Was a split between Interfaith Coalition for Worker Justice and the Center. Trying to hold direct actions every month. 1/3 of all income is from their interpreters collaborative.



**20. Warehouse Workers for Justice****\$3,000**

37 S. Ashland, Chicago, IL 60607 Leah Fried 312/829-8300 [www.warehouseworkers.org](http://www.warehouseworkers.org)  
to organize workers and their allies to challenge the exploitation and abuse of workers in the warehouse and distribution industry in the metropolitan Chicago region.

Decision: Full / "But" letter

Comments:

Just started one year ago. Grew out of the Republic Door and Window campaign. #11 has no information on many issues. Could be a long term model of a worker action. No mention of unions in proposal. Send letter re: positions.

**Middle East****21. Committee for a Just Peace in Israel and Palestine****\$1,500**

P.O. Box 3667, Oak Park, IL 60303 Jennifer Bing-Canar 312/427-2533 [www.cjpip.org](http://www.cjpip.org)  
to organize educational and other activities to build awareness of the complexity of the issues involved in creating a just resolution of the Israeli-Palestinian conflict.

Decision: Partial / "But" letter

Comments:

Not clear that they do more than education. May be starting to move towards organizing. Using new media. Not diverse- say they are doing more outreach across race. Need letter re lack of reproductive rights position.

**Native American/Native People's Rights****22. Western South Dakota Native American Organizing Project****\$3,000**

919 Main Street, #3201, Rapid City, SD 57701 Andrew Catt-Iron Shell [www.myspace.com/sicanguwarrior](http://www.myspace.com/sicanguwarrior)  
to empower local Native American tribes to challenge social inequities in their communities.

Decision: Full / Pending

Comments:

Use social networking to connect people across a huge geographic area. Grant pending: financial information, diversity grid and more complete answers to #11 and 12.

**Peace/Anti-Militarism****23. Arlington West Film and Speakers Project**

1302 N. Sweetzer Avenue, #203, Los Angeles, CA 90069 Peter Dudar 323/650-8166 [www.arlingtonwestfilm.com](http://www.arlingtonwestfilm.com)  
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: No

Comments:

References mixed. Seems to be mostly two people. Concerns raised about level of impact of video and on-going work.

**24. Michigan Stop The Nuclear Bombs Campaign (MISTNBC)**

25720 Miracle Drive, Madison Hts., MI 48071-4111 Kim Bergier 248/545-1862 [www.stopthebombs.org](http://www.stopthebombs.org)  
to organize Michigan citizens to attend the anti-nuclear weapons events organized by Oak Ridge Environmental Peace Alliance at the Y-12 Nuclear Weapons Plant.

Decision: No

Comments:

Work seemed mostly linked to OREPA. Not clear they are doing their own organizing.



**25. National Lawyers Guild - Military Law Task Force**

8161 Lincoln Street, Lemon Grove, CA 91945 Kathy Gilbert 619/463-2361 [www.nlgmltf.org](http://www.nlgmltf.org)  
to aid GI resistance to military oppression and demand that the military adhere to democratic values.

Decision: No

Comments:

**26. Peaceful Vocations**

**\$2,000**

P.O. Box 12282, Fort Worth, TX 76110 Diane Wood 817/800-4249 [www.peacefulvocations.org](http://www.peacefulvocations.org)  
to provide a counter-balance to the military's significant presence in the North Texas public schools and community.

Decision: Partial

Comments:

Located near Fort Hood. Connected to Coffee Strong.

**27. Whatcom Peace & Justice Center**

P.O. Box 2444, Bellingham, WA 98227 Marie Marchand 360/734-0217 [www.WhatcomPJC.org](http://www.WhatcomPJC.org)  
to oppose US military action in the Middle East and change US foreign policy through public protest, legislative advocacy and community education.

Decision: No

Comments:

Deal with veterans, but no analysis of impact of disabilities. Not diverse.

**Prisoner's Rights**

**28. Human Rights Coalition - Fed Up!**

**\$2,000**

5125 Penn Avenue, Pittsburgh, PA 15224 Dominique Reed 412/361-3022 [www.thomasmertoncenter.org/fedup](http://www.thomasmertoncenter.org/fedup)  
to restructure the prison system in Pennsylvania so that prisoners are treated with respect and dignity and are free from all forms of neglect, torture, and unjust imprisonment.

Decision: Partial

Comments:

Answers to #11 are really good. Use the Universal Declaration of Human Rights as a framework for organizing. Unclear where organizing comes after collection of data about abuse in prisons. Seems to be heavily service focused. Great references. Are not prisoners or family members- are an ally group. Take a chance.

**29. Lifers' Group, Inc**

**\$2,000**

P.O. Box 269, 825 Sea Street, #4, Quincy, MA 02170 Edgar Bowser 857/526-4521 [LifersGroupInc@gmail.com](mailto:LifersGroupInc@gmail.com)  
to re-invigorate a prison newsletter that will provide a vehicle to organize prisoners, their families and allies around issues of criminal justice reform for prisoners with life sentences.

Decision: Partial

Comments:

Lifer who was paroled is now the outside person for this group. Had grant rejected by DOC in the past for their work. Re-invigorating the newsletter is a first step towards new organizing.



**30. Reconstruction, Inc.**

**\$2,000**

P.O. Box 7691, Philadelphia, PA 19101 William Goldsby 215/227-6977 [www.reconstructioninc.org](http://www.reconstructioninc.org)  
to build community empowerment and engagement for ex-offenders, their families and youth.

Decision: Partial / "But" letter

Comments:

Not a lot of analysis around issues of women in prison. No position on reproductive or disability rights.

**31. The Steering Committee for the Honor Program**

**\$2,000**

P.O. Box 1486, Lancaster, CA 93584 Susan Lawrence 661/948-8559 [TODP@live.com](mailto:TODP@live.com)  
[www.prisonhonorprogram.org](http://www.prisonhonorprogram.org)

to organize prisoners sentenced to a term of life without parole and their allies to end the reliance on this sentence as an alternative to the death penalty and to work for meaningful rehabilitation strategies.

Decision: Partial

Comments:

Hard to see distinctions made between prisoners with "honor" and those without. May just be the name that is more problematic. The Other Death penalty work that they do is clear.

## **Emergency Grants**

**32. Utahns for Alternatives to the Death Penalty**

**\$500**

P.O. Box 1941, Salt Lake City, UT 84110 Ralph Dellapiana 801/680-3603 [www.utadp.org](http://www.utadp.org)  
to organize a rapid response to the first scheduled execution in Utah in ten years.

**33. Olneyville Neighborhood Association**

**\$500**

122 Manton Avenue, Box 8, Providence, RI 02909 Shannah Kurland 401/228-8996 [www.olneyville.org](http://www.olneyville.org)  
for emergency funding to participate in the National Day of Action against the anti-immigrant laws passed in Arizona which are being used as model for similar legislation in Rhode Island.

**33. New Mexico Religious Coalition for Reproductive Choice**

**\$500**

P.O. Box 66433, Albuquerque, NM 87193 Joan Lamunyon Sanford 505/890-1010 [www.nmrcrc.org](http://www.nmrcrc.org)  
to quickly respond to Operations Rescue's new plan to open a satellite office in Albuquerque which will target local reproductive choice physicians after the murder of Dr. George Tiller.

## **Technical Assistance**

**35. Jobs with Justice – Kentucky**

**\$500**

1800 W. Muhammad Ali Blvd., #2E, Louisville, KY 40203 Toma Lynn Smith 502/582-5454 [www.kyjwj.org](http://www.kyjwj.org)  
to defray the costs of attending the US Social Forum in Detroit.

**36. Women in Transition**

**\$500**

P.O. Box 1808, Louisville, KY 40201 Khalilah Collins 502/636-0160 [www.witky.org](http://www.witky.org)  
to defray the costs of attending the US Social Forum in Detroit.



**37 Deported Diaspora****\$500**

P.O. Box 52471 Boston, MA 02205 Dimple Rana 781/521-4544 [www.deporteddiaspora.org](http://www.deporteddiaspora.org)  
to defray the costs of attending the US Social Forum in Detroit.

**38. US Women and Cuba Collaboration****\$500**

P.O. Box 248, Virginia City, MT 59755 Jan Strout 206/547-0940 [www.womenandcuba.org](http://www.womenandcuba.org)  
to defray the costs of attending the US Social Forum in Detroit.

<b>Total Number of Grants:</b>	<b>28 general support grants; 3 multi-year grants; 3 emergency grants; 4 TA grants; 17 not on the agenda;</b>
<b>Total Amount Requested:</b>	<b>\$95,000</b>
<b>Total Allocation for Cycle:</b>	<b>\$64,000</b>
<b>Total Grants:</b>	<b>\$43,000 general support grants; \$9,000 multi-year grants; \$1,500 emergency grants; \$2,000 TA grants</b>
<b>Total Allocated:</b>	<b>\$55,500</b>
<b>Total # of Grants Allocated:</b>	<b>21 general support grants; 3 multi-year grants; 3 emergency grants; 4 TA grants</b>
<b>Total # of Grants:</b>	<b>31</b>

**Defer:** Parent Voices

**Hell Yes!:** EPOCA, People Concerned About MIC



# Not on the Agenda

June 2010

## 1. Allegheny Defense Project

117 West Wood Lane, Kane, PA 16735 Cathy Pedler 814/454-7523 [www.alleghenydefense.org](http://www.alleghenydefense.org)  
to defend the forests of the Allegheny plateau from commercial logging, oil and gas drilling and other extractive industries.

**Reason:** Single issue. Have 1,000 "supporters" - unclear how active or how much of a role they play. 6 Board members and no active volunteers. All white. Very reliant on a single grant which has been cut in half. Budget is very ambitious. Have \$23,000 in assets.

## 2. Arts for Action

4225 Saviers Road, #2, Oxnard, CA 93033 Michael Shuman 805/487-8984 [www.arts4action.wordpress.com](http://www.arts4action.wordpress.com)  
to engage local youth in economic, environmental and social justice projects impacting their communities.

**Reason:** Recent work is community service mural projects for youth on probation. Major campaign is to address Oxnard's Graffiti Abatement Policy. Should be able to receive mainstream funding for this work.

## 3. Filipinas for Rights and Empowerment

40-21 69th Street, Woodside, NY 11377 Sara Jimenez 646/934-5161 [www.firenyc.org](http://www.firenyc.org)  
for a woman's organization dedicated to global and local Filipina and Filipina American issues.

**Reason:** Part of GABRIELA Network. Founded three years ago. Unclear where organizing comes in. Work includes trips to the Philippines, a Mother's Day event, and MUSE (an art workshop- including literary and writing programs, theater arts and storytelling). Not clear how membership makes decisions. Answers to parts of #11 do not speak to collaborations or positions.

## 4. Idaho Women's Network

P.O. Box 1385, Boise, ID 83701 Donna Wade 208/344-5738 [www.idahowomensnetwork.org](http://www.idahowomensnetwork.org)  
To strengthen democracy and promote human rights through community organizing, advocacy and education.

**Reason:** Folded 4/2010

## 5. International Jewish Anti-Zionist Network

P.O. Box 29724, Oakland, CA 94706 Samantha Liapes 415/387-1987 [ijan@ijsn.net](mailto:ijan@ijsn.net) [www.ijsn.net](http://www.ijsn.net)  
to ensure that all people living in historic Palestine have full human and civil rights and to end institutional and individual racism.

**Reason:**

## 6. Kilombo Academic and Cultural Institute

5197 Salem Road, Lithonia, GA 30038 Aminata Umoja 404/992-8021 [kilomboschool.com](http://kilomboschool.com)  
to teach empathy for humanity to children and young people through a justice-based school curriculum.

**Reason:** FACDC, the fiscal sponsor, describes Kilombo as a tutoring program with the goal of building a school. There is no clear connection to organizing.

## 7. Manos Unidas

111 Bartlett Avenue, Pittsfield, MA 01201 Anelisa Vanegas 413/243-9121 [manosunidasorg@gmail.com](mailto:manosunidasorg@gmail.com)  
to defray costs involved in attending the US Social Forum in Detroit.

**Reason:** Incomplete application. Several e-mails and still not complete. Last time applied it was unclear they were still in existence.

## 8. North Carolina Harm Reduction Coalition

Box 18, Winston Salem, NC 27001 Robert Childs 336/543-8050 [www.ncharmreduction.org](http://www.ncharmreduction.org)  
to provide practical strategies to drug users and sex workers which will reduce the negative consequences of drug use and sex work.

**Reason:** Medically based. Have received up to \$75,000 in grants from mainstream foundations. Collaborations are with health groups. Mostly direct service and legislative action to allow needle exchange. No on-going work around root causes or clear connections to groups looking at those issues.



#### **9. Organizing Upgrade**

7260 NE 7th Avenue, Miami, FL 33138 Joseph Phelan 786/261-5788 [www.organizingupgrade.com](http://www.organizingupgrade.com)  
for a left strategy platform where a broad sector of organizers can engage in strategic, theoretical and visionary dialogue  
**Reason:** No organizing.

#### **10. Philadelphia Security Officers Union**

1315 Spruce Street #331, Philadelphia, PA 19107 Fabricio Rodriguez 219/732-8318 [www.philamuseumchange.org](http://www.philamuseumchange.org)  
for a union and worker center fighting for the rights and equality of local Philadelphia area security officers.  
**Reason:** Did not fill out a RESIST application. Did not answer all questions fully. Did not include references.  
Organizer out of town to work in Arizona. Asked for a project instead of general support.

#### **11. Sagewriters and the Global Kindness Revolution**

P.O. Box 215, Swarthmore, PA 19081 Judith Trustone 610/328-6101 [www.trustonekindness.com](http://www.trustonekindness.com)  
to empower prisoners to lead "kindness circles" in prison and in the larger community.  
**Reason:** Incomplete application. Reference Moonstone, Inc. as having been funded by RESIST, but can't find any reference to it or other such work. One person project. Direct service.

#### **12. Socially Equally Energy Efficient Development (SEED)**

2805 Woodbine Ave., Knoxville, TN 37914 Laurel Bowen 865/936-2623 [www.seedknox.org](http://www.seedknox.org)  
to increase access to sustainable and clean energy technologies, as well as, green job opportunities.  
**Reason:** Almost entirely direct service.

#### **13. Soul Patrol USA International Ministry**

655 Plantation Street, Worcester, MA 01605 Rev. Thomas D. Williams 508/853-3156 [t13354@juno.com](mailto:t13354@juno.com)  
to teach the work of god with simplicity and understanding to free people of demonic oppressions, depression and mental illness.  
**Reason:** Obviously they did not read the RESIST guidelines.

#### **14. The Fund for Genetic Equity**

38 Whitehead Avenue, Hull, MA 02045 Steve May 781/724-2921 [fge\\_steve@yahoo.com](mailto:fge_steve@yahoo.com)  
to work on behalf of persons with chronic illnesses and genetic disability.  
**Reason:** Fiscal sponsor not secured. Too new, not far along enough. Single issue, not grounded in larger political analysis.

#### **15. The People's Assembly**

440 N. Mill Street, Jackson, MS 39202 Kamau Franklin 601/353-5566 [www.mxgm.org](http://www.mxgm.org)  
to empower residents of Jackson Mississippi to organize for community and economic development, food security and community involvement in policy change.  
**Reason:** A project of MXGM. No independence yet (see e-mail exchange). Come back when have spun off.

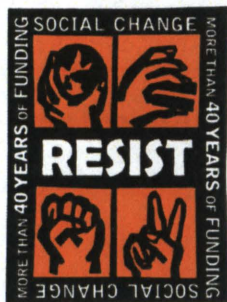
#### **16. WESPAC Foundation**

17 Marble Avenue, Pleasantville, NY 10570 Nada Khader 914/449-6514 [www.wespac.org](http://www.wespac.org)  
for a multi-issue peace and justice action organization that deals with the structural racism in the US peace movement.  
**Reason:** Application is scant. Work: film/speaker series, fair trade festival. Have diversified Board and membership.

#### **17. Worcester Interfaith**

111 Park Avenue, Worcester, MA 01609 Frank Kartheiser 508/754-5001 [worcester.interfaith@verizon.net](mailto:worcester.interfaith@verizon.net)  
to build bridges between congregational and community leaders to mobilize people to work for social justice.  
**Reason:** Almost exclusively service.





# USE OF SOCIAL MEDIA AND THE RESIST WEBSITE: RESULTS OF A GRANTEE SURVEY

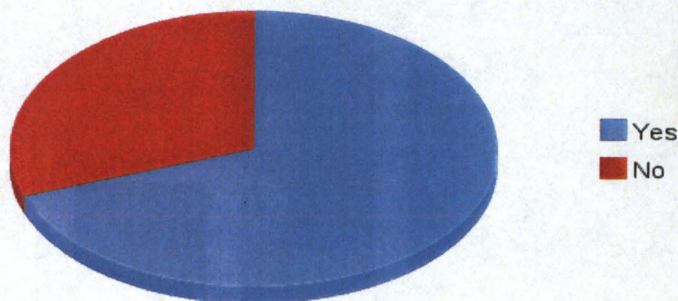
With the explosion in popularity of social networking sites such as Facebook and Twitter in recent years, RESIST was interested in finding out the extent to which our grantees are using social media. We sent out an online survey asking our grantees about their use of specific sites. We wanted to find out how many groups are using social media, what they are using it for, and if these sites are effective in helping our grantees meet their specific goals. We also wanted to find out how often and for what reasons RESIST grantees use our website.

**RESIST received 102 completed surveys from grantees around the country.** These groups work on issues ranging from anti-racism to women's rights and have annual budgets ranging from \$0 (all volunteer run) to \$200,000. In this report you'll find a brief breakdown of the survey results.

## SOCIAL NETWORKING BASICS

We started by asking our grantees if they currently use any social networking sites, and 69% of grantees responded yes, while 30% responded that they do not.

**Does your organization use any social networking sites?**



We then asked our grantees which site or sites they use. Facebook is by far the most widely used social networking site among respondents, with 90% using it. Fifty-one percent of respondents say that their organization uses video sharing sites such as YouTube or Vimeo. Twitter is used by 33% of respondents, and MySpace and photo sharing sites such as Flickr are both used by 28% of respondents. Blogs came in at 22%, followed by LinkedIn and other sites.

When asked how often they updated their social networking sites, 42% of grantees responded that they update their pages on a weekly basis. Only 19% responded that they update their pages

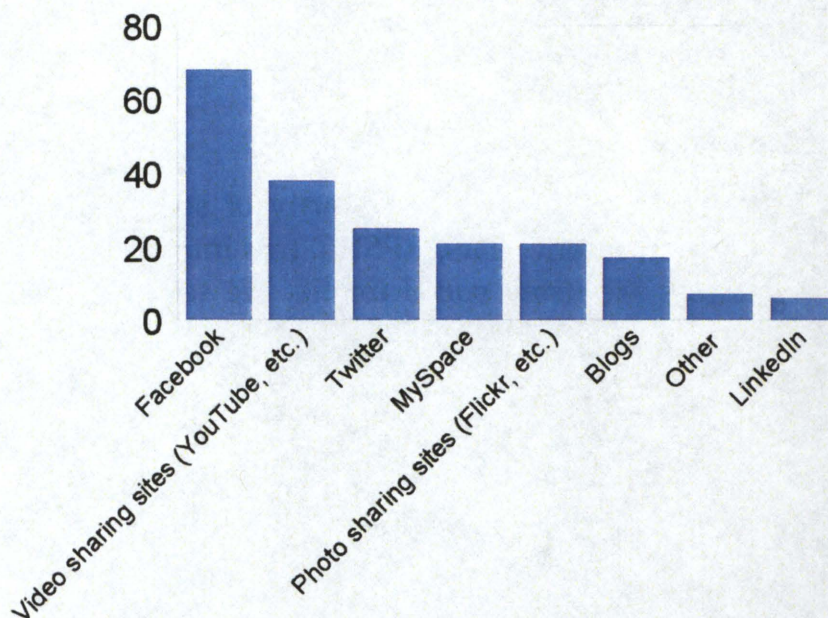


# SOCIAL MEDIA: WHY DO IT?

daily, while 13% said they only update on a monthly basis. 5% responded that they rarely update their sites.

Next RESIST asked our grantees why they were using social networking sites. The most popular responses were "to reach potential new members and supporters" and "to organize events," with 87% and 79% (respectively) choosing these answers. 48% of respondents said they used the sites for fundraising purposes. 32% claimed to use social networking sites because a lot of other organizations had started using them, and 29% responded that a staff or board member had suggested that their organization use them.

**Social networking sites used by grantees**

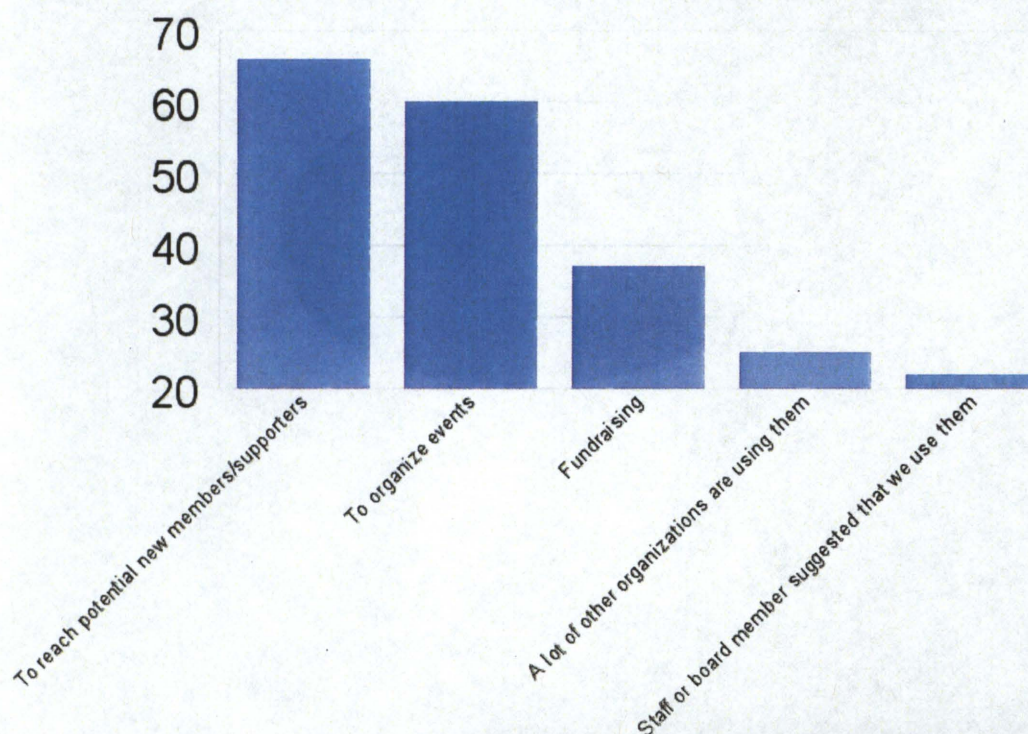


We also asked how successful social networking sites have been in fulfilling the specific goals each organization had for their use. We asked if they

were very successful, somewhat successful, not very successful or not at all successful. The majority, 65%, said that social networking sites had

been somewhat successful, while 20% said they were very successful. Twelve percent responded saying the use of the sites was not very successful, and 2% said that the sites had not been successful at all.

**Why is your organization using social networking sites?**





# DOES IT WORK?

RESIST then posed this open answer question to grantees: Which goals have social networking sites met best for your organization? Have they worked for fundraising or organizing events? Have they helped you reach new members?

Going through grantee responses, we found that many of them had similar answers. **We found that most grantees believe that social networking sites have been most successful in publicizing events and promoting their specific issues.** Grantees wrote that social media is helping their organizations share information with the public more easily, maintain visibility, and to keep people excited and enthusiastic about events and issues. YouTube and other video sharing sites were said to be particularly helpful in this respect. Facebook was also cited as an easy way to reach a large audience, although many grantees also said they were having difficulty utilizing Facebook for things other than just finding "friends."

Another trend we came across was that **many grantees cited the ability to attract more young people to their cause as one of the successes of their use of social networking sites.**

Many grantees responded that they thought they were not using social networking sites to their full potential, and while they believe they could be useful in organizing events, finding new members and fundraising, they were currently not very helpful. Many grantees said they lack knowledge about how to effectively use social media outlets or that they need to hire a staff member or volunteer

who would focus specifically on social networking for the organization. **Some groups replied that the sites were more successful in reaching**

**Social media is helping our grantee organizations share information with the public more easily, maintain visibility and keep people excited and enthusiastic about events and issues.**

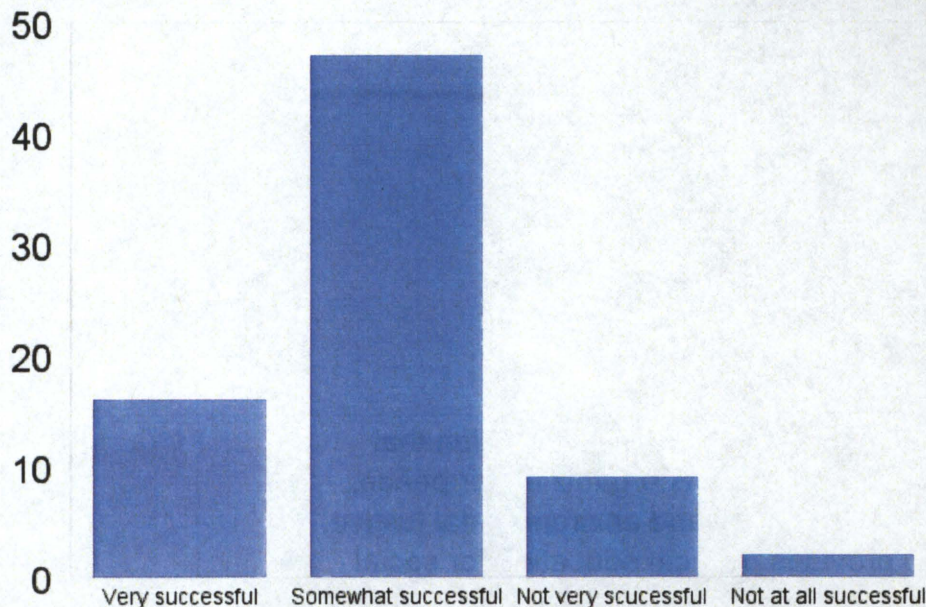
**external allies and supporters, and not so much for finding new members within the community.** For example, Louisville, Kentucky-

based Women in Transition said that most local members did not always have access to the internet.

Some educational groups, like the Institute for Social Ecology, said that their sites were helpful in maintaining contact with alums of their educational programs.

**Most respondents said that the sites were not very effective for fundraising purposes.**

How successful have social networking sites been in fulfilling the goals your organization had for their use?





# USE OF RESIST'S WEBSITE

The second part of the survey asked grantees about their use of the RESIST website, [www.resistinc.org](http://www.resistinc.org). RESIST asked how often grantees visit the website. **The majority, 65%, said they only visit the website once or twice a year.** 23% said they go there once a month



and a mere 1% visit the site once a week. 10% of respondents have never visited the website.

We also wanted to find out why grantees are coming to the website. **Grant**

**information seems to be the biggest reason our grantees have for accessing the RESIST website.** Finding information on grant guidelines and eligibility was chosen by 75% of respondents and checking the deadlines for grant applications was chosen by 74%. Fifty-seven percent come to the website to

see news about other grantees and 41% come to access the *Newsletter*. A handful of grantees wrote in other reasons for visiting the site. Some popular written submissions for visiting the website were to keep updated with RESIST and the greater social justice movement and to access our Resource sections.

Grantees were also asked if it is easy to navigate the RESIST website to find the information that they need. Only one respondent chose no; all others replied that yes, the website is easy to use.

Finally, we asked our grantees to give us any ideas they had about improvements or additions for the RESIST website. Some grantees asked that we beef up our resources page to include more information on capacity building, fundraising and trainings. It was also suggested that RESIST include information on social networking as well. More information on grantees was requested, including more in-depth profiles and more information on the work being done by these organizations. Several grantees also suggested that we use more photos on the website.

## Report Authors

Kate O'Neill & Christy Pardew  
Spring 2010

## About RESIST

RESIST is a progressive foundation that supports grassroots organizing for peace, economic, social and environmental justice, and provides political education for social change activism.

# RESIST

*Funding Social Change Since 1967*



# ARIZONA 101

## Demographic & Political History of Arizona

- 10 – 16,000 B.C. – the first Native American tribes inhabit the region of Arizona
- 1540 – Christian missionaries start converting Natives to Christianity
- 16<sup>th</sup> Century – Spaniards come to Arizona in search of copper and silver
- 1750s – Spain builds forts and towns
- 1848 – After the Mexican American War (1847), the U.S. purchases Arizona by paying Mexico \$15 million
- 1850 – California Gold Rush – 50,000 move to Arizona
- 1860 Census – 62% Indian, 37% White (Hispanics numbered 1,000)
- 1862- became U.S. "Federal Territory"
- 1877 - Desert Land Act of 1877, which gave settlers 640 acres, boosts migration of settlers to Arizona
- 1775 to 1918 – ongoing Indian wars against the United States
- 1912- becomes an official U.S. state
- 1948 – Native Americans given the right to vote
- 2008 Census – Whites 58%, Hispanics 30%, Natives 5%, Blacks 4%, Asians 2.5%

## Interesting Facts

- Nearly 2 billion years of the Earth's history have been exposed as the Colorado River and its tributaries cut through layer after layer of sediment as the Colorado Plateaus have uplifted.
- Has the most well-preserved meteorite impact sites in the world
- home to the Phoenix Indian School, one of several federal institutions designed to assimilate native children into mainstream culture. Children were often enrolled into these schools against the wishes of their parents and families. Attempts to suppress native identities included forcing the children to cut their hair and take on western names. It was finally shut down in 1990.
- Today, there are 250,000 Native Americans, representing 21 tribes, and native reservations occupy 1/4 of the land; the largest tribes are the Navajo (255,543), White Mtn Apaches (12,634), Gila River Indians (18,266), Hopi (12,008), and the Tohono (20,640).
- Arizona has voted republican in every Presidential election since 1948
- Has the 4<sup>th</sup> largest jail system in the world

## Immigration Context/ Facts

- Joe Arpaio, known as "America's toughest Sheriff", set up Tent Jails in 1993 controversial because of the extreme temperatures reached, but also became controversial because Arpaio required inmates to wear prison stripes clothes, pink underwear, listen to classical music. One of the most controversial moves has been re-instituting the Chain Gang system in 1995, where inmates are forced to work or else face stricter and worse prison cells. The Tent Jails fit up to 2,000 people. Many lawsuits have come up against it. Arpaio touts that it has saved Arizona tax payers millions.



- In 2010 undocumented immigrants constitute 8%, the second highest in the United States
- In the U.S. there are 1,100 deportations per day; and 50% of these deportations are processed in Arizona
- 52% of the nation's migrants, pass through Arizona; because Arizona is the only border state that is 100% controlled by federal/state government (Texas border is owned by multiple companies, private and governmental).
- 1990s
  - o NAFTA
  - o Operation Gate Keeper
  - o Operation Safe Guard
  - o IIRAIRA (1996) – legalized 287g in 7 states, one of which was Arizona.
- 2006 – 4 anti-immigrant measures passed
  - o instate tuition denied for undocumented students
  - o Arizona becomes an official "English Only State"
  - o Arizona Proposition 100 To Deny Bail To Illegal Aliens Who Commit Serious Felonies [Update] <http://www.diggersrealm.com/mt/archives/001898.html>
- 2010
  - o On April 13<sup>th</sup>, the Arizona House passed SB1070—a bill which would compel local police officers to investigate people's immigration status based on a "reasonable suspicion" he/she was in the country illegally.
  - o On April 15<sup>th</sup>, Massachusetts Resist the Raids! Network action against DHS Secretary Janet Napolitano at JFK Harvard. During the same time, 800 law enforcement officers took part in what was dubbed "Operation in Plain Sight" and 54 people were taken into custody - —the result of a year-long investigation targeting transportation companies allegedly involved in smuggling unauthorized immigrants across the border. ICE continues to confirm that this operation was targeted, but reports from the ground report otherwise. Enforcement went to businesses and approached Brown people in the streets, full on city raid.
  - o SB 1070 –
 

"On April 23rd, Governor Jan Brewer of Arizona signed Senate Bill 1070 into law. The legislation criminalizes unlawful presence in Arizona and directs police to check the status of anyone they have "reasonable suspicion" to believe is undocumented. Following passage of this bill, organizations and communities across the nation rallied against it, asserting that implementation of SB 1070 will result in racial profiling and other constitutional violations. Similar bills have been introduced in at least 18 other states. President Obama and ICE Secretary John Morton expressed concern about Arizona's bill, but no plan of action has yet been detailed by the federal government. Civil and human rights groups across the country have highlighted the potential for racial profiling under this state initiative and the need for the federal government to reassert its authority over enforcing immigration law. This law is not only a clear result of the federal government's failure to take responsibility in enforcing



immigration law, but an opening for racial profiling in all of our communities. As immigration enforcement becomes a priority for untrained state and local law enforcement agencies, all of our communities will become less safe.” (from Rights Working Group, RWG)

- <http://acluaz.org/SectionBySectionAnalysisSB1070UPDATED51810.pdf>
- Fast Facts on Arizona’s Immigration Crack Down  
[http://www.americanprogress.org/issues/2010/04/arizona\\_facts.html](http://www.americanprogress.org/issues/2010/04/arizona_facts.html)
- <http://altoarizona.com/>
- Boston follows lead of many other cities passing resolutions to boycott Arizona  
[http://www.boston.com/news/local/massachusetts/articles/2010/05/06/050510\\_boston\\_city\\_council\\_arizona\\_boycott\\_resolution/?rss\\_id=Top+Stories](http://www.boston.com/news/local/massachusetts/articles/2010/05/06/050510_boston_city_council_arizona_boycott_resolution/?rss_id=Top+Stories)
- SB 2281 – voted into law on May 12, 2010 - bans Ethnic Studies in public educational institutions – the motivation was to target and wipe out a Tucson-based Mexican-American Studies program, which teaches Chicano history and literature, but the bill will also wipe out Native American and African American studies.  
“Ethnic Studies is Broadening, Arizona Be Damned”  
<http://www.colorlines.com/article.php?ID=728>
- Tuesday, May 25<sup>th</sup> President Obama deploys 1,200 National Guard Troops to Border  
[http://www.huffingtonpost.com/the-media-consortium/weekly-diaspora-obama-dep\\_b\\_591993.html](http://www.huffingtonpost.com/the-media-consortium/weekly-diaspora-obama-dep_b_591993.html)
- Saturday, May 29<sup>th</sup> 100,000 + people march against SB1070  
Later that afternoon - Meanwhile, a crowd of supporters—whom the *New York Times* characterized as “mostly white and middle aged or older”—carried signs reading “Illegals out of the U.S.A.” while “Hit the Road, Jack” played in the background. The crowd gathered at a nearby stadium to defend the law.  
<http://immigrationimpact.com/2010/06/01/tens-of-thousands-march-in-protest-of-arizona-s-sb-1070/>
- June 3<sup>rd</sup>, Arizona Governor Jan Brewer and President Obama meet in Washington D.C.  
“Yesterday, Arizona Governor Jan Brewer met with President Obama to discuss immigration and border security. Gov. Brewer described the meeting as “cordial,” but neither the President nor the Governor discussed the Justice Department’s plan to move forward with a lawsuit against Arizona’s controversial immigration enforcement law—a law which President Obama has publicly criticized as “misguided.”  
<http://immigrationimpact.com/2010/06/04/when-does-border-first-become-border-only/>
- June 4<sup>th</sup> “Arizona Elementary School Will Whiten The Faces Of Its Own Students On A Mural Because Some Racists Yelled At It [UPDATE]”  
[http://www.huffingtonpost.com/2010/06/04/arizona-elementary-school-mural\\_n\\_601436.html](http://www.huffingtonpost.com/2010/06/04/arizona-elementary-school-mural_n_601436.html)
- June 5<sup>th</sup> Pro SB1070 1,000 supporters rally in Arizona.  
[http://www.cnn.com/2010/US/06/05/arizona.immigration.law.supporters/index.html?eref=igoogle\\_cnn](http://www.cnn.com/2010/US/06/05/arizona.immigration.law.supporters/index.html?eref=igoogle_cnn)



## BOARD MEMBER RESPONSIBILITIES

Members of the Board of Directors agree with the mission and political goals of RESIST, determine RESIST's programmatic priorities, allocate grants and ensure the fiscal health of RESIST's programs and operations.

Board member responsibilities include:

1. Attend at least four of the six regularly scheduled Board meetings annually. Try to attend any special Board meetings that are scheduled. If unable to attend a Board meeting, send in a non-binding Proxy Statement for consideration.
2. Actively serve on at least one committee.
3. Review funding applications and award grants to eligible activist organizations.
4. Share resources and talents with RESIST, including expertise, reference information, contacts for financial supports, and contacts for in-kind contributions.
5. Participate in fund raising activities for RESIST and, according to my personal ability, make a financial contribution to RESIST.
6. Maintain the confidentiality of any information deemed confidential given to members of the Board.



# Board Leadership in Fundraising

Board members must take a leadership role in fundraising because:

- ❖ They *own* the organization.
- ❖ They are *responsible* for the well-being of the organization and for its successes.
- ❖ Supporters and potential supporters see board members as the people *most committed* and *dedicated* to the organization.



## **RESIST Financial Planning Worksheet for Committees**

This worksheet is designed to help committees brainstorm the financial implications of projects anticipated over the next three years to help the Finance Committee's long-term budgeting process.

In an ideal world over the next three years we would like to see the following changes to programs that are in this committee's jurisdiction (e.g. increase the grant size, increase the number of newsletters, add a staff member, more mailings, etc.)

1)

2)

3)

For each of these changes begin to brainstorm what kinds of financial implications would be involved in each (i.e. staff time, mailing costs, direct outlay):

Are there anticipated fundraising implications to any of these plans that would add to projected income (i.e. increased donor base, major donor, fundraising "hook")?

Does the committee anticipate any extra-organizational support for any of these changes (i.e. grants to fund any piece of the work)?

Over the next three years we would like to add roughly \_\_\_\_\_ to the current operating budget in expenses and roughly \_\_\_\_\_ in income.



## **R&R Comm. Meeting**

**5.21.10**

**Present: Cynthia, Ravi, Ragini, Yafreisy**

### **1. Grant Applications**

The committee discussed the counter proposal that came out of the last board meeting. The committee will present for a vote both the original proposal and the counter proposal. Hopefully the June board meeting will be better attended and a final vote can happen.

**Proposal #1:** Assign folks to a number of applications that are on their MUST READ list. They should also read the other applications but they are not the "primary readers". The goal is to ensure that everyone is reading at least some of the applications thoroughly and that this will enable everyone to chime in on an application that they read thoroughly.

**Proposal #2:** Split both the proposals and Board members in half. Half the Board would be responsible as primary readers for half the proposals and for being key discussants for that half at the meeting. Those who are not assigned must still read key sections of the other proposals

### **2. Facilitator training**

Cynthia will look in the internet and if she finds something useful, will draft a one pager that can be passed out to the Board in June. Then the R&R Committee will propose bringing someone to do training perhaps in the fall when board meetings are better attended.

Perhaps this person can be a former board member who would already be familiar with the quirks of our board mtg. and our internal processes.

### **3. Committees**

Cynthia made the changes for the committees that came out of the April Board mtg. Cynthia will hand out the corrected committee list at the next board mtg.

Yafreisy reported back to the committee her conversation with Warren and his participation in the finance comm. Warren is going to get back to Yafreisy about what he would like to do next.

Cynthia reported back to the committee confidential conversations she had with members of committees that were feeling burnt out. In order to help address some of these issues the R&R Committee is going to take a moment at the next board mtg. to remind everyone of the role of the committee chair and certain things that help make run a more productive and effective meeting. For example, Showing up to meetings-especially if you specifically requested a date that other members conceded to. Responding to email in a timely way. Making sure to turn minutes around in a timely fashion. The Chair of the committee usually calls the meeting and sets the agenda. The chairs should not take minutes since they are chairing the meeting.



Yafreisy will check in with Christy around the communications committee and the fact that she might need more members and does not really have a chair. At this point Carol is chairing, but is doing it a bit reluctantly.

#### **Political Discussion**

Ravi is going to be looking up some things on the web on faith based organizing, which is the next political discussion. He is going to get back to the R&R Committee with talking points.

R&R will be looking for someone to take on Diversity (third topic from the retreat) and Palestine/Israel as political discussion themes for August and October meetings.

#### **4. Guillermo**

He has been in touch with Robin about feeling unable to fulfill his board member duties. Ravi volunteered to get in contact with Guillermo and see if he's ready to step off the Board and perhaps move onto the Advisory Board.

#### **5. Meeting in NY**

At the last Board mtg. Marc approached Ragini about wanting to reconsider having NY meetings. The Committee discussed and felt that a resolution might be to host a retreat in NY. But that for board mtgs. it might not make that much sense logistically speaking and from a cost benefit analysis.

The committee discussed putting the planning of an annual retreat in the parking lot and taking board recruitment up again at a July R&R mtg.

Next meeting is Wednesday June 30<sup>th</sup> at 11am

Meeting Adjourned



**Communications Committee Meeting**  
May 25, 2010

*Present:* Carol, Sarath, Christy (minutes)

**Agenda**

Website redesign report  
Next issue of Newsletter and US Social Forum presence  
Social media survey  
Committee makeup  
Board reporting

**WEBSITE REDESIGN**

The second round of second-level designs just came in, and Christy is hoping to gather feedback by next week. Our next step will be the front page design. Christy thinks we are running a little behind schedule but we are still hoping to be done by mid-summer.

**NEXT NEWSLETTER & US SOCIAL FORUM PRESENCE**

The next issue will focus on the US Social Forum. Christy had thought to use run a thought piece, critical analysis of social forum model as the lead article, but both Sarath and Carol felt that it would be better to create more space to hear from grantees. Carol suggested perhaps a thought piece from a grantee who attended the 2007 USSF – how has it made a difference in the last three years for your organization?

We want to hear, what difference will the forum make to your organizing work? The more specific the better. It will be important to have a box or some pullout about one of the themes, "From Detroit to Dakar," to talk about upcoming World Social Forum and emphasize the global link. Other questions for authors: What was it like to organize to get there? How did you get there? How did you pay for it? Why was it important for you to spend money on this? Did you make links across issues or with other folks working on your issue in different regions?

We should definitely include a box that lists grantees who applied for and received TA grants to travel to the Forum.

Christy would like to take a digital recorder to make audio montage of our grantees.

Sarath likes the idea of looking at the youth tent. Is it youth-friendly? The forum could really benefit from having the space. And also, critique is important but we need to celebrate as well. Let's frame a prompt or question to celebrate the forum, bring positive stuff out of it.

Let's run a new thing for the RESIST Newsletter. We'll ask five random people on the street (or five of our grantees who are at the forum), run with photos. What's the best thing that happened to you there? kind of question. Or something else we come up with.



Sarath highly recommends tweeting from there! And Christy would like to tweet more in the lead up to the forum.

### **GRANTEE SOCIAL MEDIA SURVEY**

Christy worked with Kate, one of our interns, on polling our current and former grantees about their use of social media and the RESIST website. Christy sent a draft report to the communications committee before this meeting. Sarath and Carol both really like the report and think it would be great to present to the board at the June meeting. Christy will work on formatting the report and preparing its final version and will bring it to the meeting.

### **BOARD REPORTING**

Board reporting has been somewhat confusing over the last few years: should we only present proposals or give reports as well? Carol explained that committee reporting is often on a pendulum. Intermittently some members or committee of the board say we only want actionable items to be talked about, just send us the minutes, no need to take up board meeting time. But then you run the risk of withholding information from the board (not everyone has time to read the committee minutes).

We see two approaches when issues arise at board meetings (as two communications issues arose at the last board meeting): we can ask, "Did you read the minutes? It's all spelled out there." Or we can plan to give short reportbacks at every board meeting, regardless of whether we have a proposal or not.

Christy would like us to try giving reportbacks at the board meetings. In general she has not shared much at board meetings because we rarely have proposals to bring. Sarath can help to do reportbacks at the board meetings from now on.

For the upcoming meeting, we will give short reports on committee members, listing the board on the masthead of the Newsletter, the USSF, the website redesign and the Newsletter, and we can present the social media survey. Christy will work on a short memo to give to the board at the meeting, and Sarath and Christy will meet together to talk about the committee and the report.

### **COMMITTEE MEMBERS**

It might be nice to have a current or recent grantee on our committee. Carol suggested looking at the pool of people who responded to social media survey, seeing if anyone rises to the top and might be a candidate for the committee. If we know we have specific tasks or roles on the committee that are not being taken care of (e.g. social media work, website work, proofreading, editing), find people who know people.

Let's all keep it in the back of our minds that we could use a new committee member. Sarath wishes we could pull Dimple into the committee! Let's also mention this at our upcoming board meeting.



## **Executive Committee Meeting**

May 26, 2010

*Present:* Miabi, Becca, Christy (minutes)

### **Agenda**

- Review agenda
- Welcome to the Executive Committee, go over any questions
- Discuss Board Meeting agenda for June 6 meeting
- Political discussions for upcoming board meetings: (1) Plan political discussion for board meeting re: middle east issues; (2) Make time at a future meeting for more resist history; and (3) Political discussion: religious/faith-based for next board meeting
- Confusion around committee business section of board meeting – reportbacks or proposals?
- More discussion around board dynamics, specifically creating space for quieter people to give input at board meetings

### **BOARD MEETING AGENDA**

A few days before each EC meeting in the future, we will ask board chairs how much time each committee will need at the board meeting. This week and for future meetings, Becca will check in with the Finance Committee chair, Miabi will check with the Grants Committee chair, Christy will check in with the Communications Committee chair, and Christy will email the Personnel Committee, the Fundraising Committee and the Board R & R Committees.

Christy will email the board agenda document to Miabi so that she can create the draft agenda to mail to the board.

### **UPCOMING POLITICAL DISCUSSIONS**

We still have two more topics to cover from our December retreat: faith-based organizations and the use of diversity charts. At our last board meeting, two other suggestions were raised: more sharing of RESIST history and discussion of liberation struggles and political realities in the Middle East.

We decided we will finish with the December board issues first. We'll do the diversity chart discussion in June and the faith-based organization one in August.

Christy will check in with Robin on assignments and will re-send the December board minutes to whoever is facilitating this section in June, letting that person know they are in charge of leading the discussion, organizing small groups or approaching a presenter if any of that seems like a good idea.

### **COMMITTEE REPORTS & PROPOSALS AT BOARD MEETINGS**

If a committee has a decision to bring to the board, let the EC know so we can schedule more time into the agenda. It would be helpful for committees to give background information on their proposal.

Our default is that a committee gets 5 minutes of time during the board meeting, but committees should ask for more if they need it for a proposal or presentation.

Becca brought up a board policy of requiring two board votes (at two separate board meetings) on any major decision. Christy will check in with Robin about her memory of this policy and will then email the EC with that information.



## **BOARD DISCUSSION DYNAMICS**

We talked about strategies for creating space for quieter people on the board to give input at board meetings. We have three ideas:

1. Keep trying different tactics. We have used small groups and go-rounds. We have had some stronger facilitators who have worked to pull quieter people into the conversation before allowing more frequent talkers to make many comments.
2. We like the idea of having a facilitation training with the board at some point.
3. We would like to try having two facilitators for the grants section, one to facilitate discussion and one to guide us through the voting process. We've noticed that often facilitators get tripped up on the voting process, which can then lead to weaker facilitation of the discussion sections. We thought having one facilitator focus only on the questions might free up the other facilitator to focus more on discussion.

We'll try idea #3 at the upcoming board meeting, and we'll explain our reason for this at the beginning of the meeting.



**Finance Comm. Mtg.**

**5.19.2010**

**Present: Malika, Robin, Yafreisy, Becca, Jim**

**1. Financial Statements**

See Statements and Narrative.

Robin reminded the committee that the narrative does not really take into account how we budget, which means that the narrative does not really take into account where certain line items looked like at this moment in time a year or two ago. The narrative is just looking at a current moment in time in terms of the finances of the organization.

The committee is going to be looking closely at budget numbers in July. One, to look at the budgetary impact of adding Yafreisy onto the RESIST insurance and two, to look at internal mailings and see how they are done and gauge whether donations are coming in lower, because folks are just giving less, or if we were over confident in our budgeting process.

Malika will be able to have a more clear sense in July at why some numbers look the way they do. Why the major donor and unsolicited line items are lower. From now on Robin and Malika will be running and comparing reports from QB and Sage to make sure categories match. At this point Sage and Quickbooks match for the most part, but there are still glitches. RESIST will be asking Meredith to help us find ways to make sure all donation categories match in Sage and QB.

From now on Malika will be adding a fundraising addendum to the financial narrative every month.

For the most part we are not looking bad at this point in time. Becca will remind board members before the start of the grant giving portion at the next board meeting that RESIST voted to give out an extra \$50K(??) in grants this year.

**2. Fundraising Report**

See reports

Prospect is doing really well. While dollar amounts are down for across most categories, the amount of donors is growing at a really good pace.

Becca wonders whether the donation amount is going down because of the way we are now paring out major donors from other categories and if this is making the dollar amounts go down in general.

Malika is still waiting for responses from the major donor team to better analyze the first phase of the major donor campaign. She is keeping a close watch on renewals and will have a better analysis once donations finish coming in from the last drop. Unsolicited is also down, Malika will



look to see if this is a function of the new major donor category or whether we are just down in this area.

### **3. Financial Planning**

The committee discussed asking committees at the Board Meeting to begin to think about their financial needs over the next three years as part of the beginning stages of a financial plan. Becca will draft a handout that they might use to assist them in this process. Robin and Yafreisy will also draft financial sheets for committees to plug numbers into.

### **4. Ed Baker Estate**

Resist is getting \$100,000 from a major donor that had been giving to Resist for a long time. Aside from the estate monies to be received at some point in September, the executors have extra monies set aside to give to an organization of their choice. As part of this process they are asking organizations that Ed left money to, to submit proposals to them on how they would use these funds. Afterwards they will pick an organization or more to give the extra monies to. Malika and Robin met with Nancy Baker, Ed's sister and executor of his estate to get a sense of what kind of proposal they would be looking for. Please see the proposal that Robin put together of how Resist could use an extra \$160,000 towards growing the grant program.

The committee felt in general positive about the proposal and will be asking more questions if and when we are chosen to receive these funds.

See proposal.

**Meeting Adjourned**



## RESIST, Inc.

### Grantmaking Overview and Strategic Planning

#### **Mission:**

RESIST supports grassroots organizing for peace, economic, social and environmental justice, and provides political education for social change activism.

#### **A. Introduction and Background**

RESIST began in 1967 with a "Call to RESIST Illegitimate Authority," issued to support draft resistance and in opposition to the war in Vietnam. During the course of the war, RESIST evolved into a national funder and provided support to hundreds of social change projects, starting with anti-war activism and quickly expanding to the civil rights movement and beyond. By the 1970s, RESIST had broadened its scope dramatically by insisting on a close tie between the unequal distribution of power and money at home with a system of US domination abroad. Today, RESIST remains committed to social change, and the activist groups that are funded reflect RESIST's goal of a much more equitable distribution of wealth and power both within and between nations. As such, *RESIST funds small-budget groups in the US who struggle towards a broad vision of social justice, while continuing to oppose political and institutional oppression.*

RESIST is the funder of first resort for hundreds of small grassroots groups, and has helped nurture important organizations over its nearly 43-year history. To implement its vision, RESIST has two program areas: Grant-making and Political Education.

RESIST maintains a vigorous grant-making program, completing six fund cycles each year. Grant awards are currently a maximum of \$3,000. As one of the first funding stops for many organizations, RESIST plays a critical role by:

- enabling organizations to respond quickly to pressing challenges with one of the fastest turnaround times for grantmaking in the country;
- providing general support which allows grantees to build infrastructure and capacity while engaged in ongoing social justice activism;
- offering technical assistance grants to ensure activists can get help with training, consultation, or restructuring as they lay the groundwork to become stronger, dynamic organizations; and
- introducing activists to the larger role of progressive philanthropy and connecting them to other potential funding sources.

RESIST's Communications Program is its political education work. It is expressed principally through the *Newsletter*, with additional support through the website and e-alerts.

*Newsletter* – The Newsletter is published 6 times per year and covers topics of interest to progressive activists. The *Newsletter* is sent to donors, grant recipients, activist groups, public and university libraries, prisoners and progressive foundations. Other national and regional publications periodically reprint *RESIST Newsletter* articles, and they are frequently used in college classrooms.

*Internet Education Resources* – The RESIST webpage provides an array of resources, both political and hands-on. *Newsletter* articles appear, along with resource links on political topics covered in the Newsletter. Additionally, the Website includes accessible resource guides, including, a "Finding Funding: A Beginner's Guide to Foundation Research," a list of Media Funders and other links for grassroots activists.



## **B. Future Goals**

Over the past three years, RESIST has awarded nearly \$1 million to hundreds of scrappy, creative and vibrant groups working for economic, social and environmental justice. Most of them are volunteer-driven, under-funded and absolutely essential. Quite frankly, RESIST would like to do a lot more for them.

In particular, RESIST would like to be able to award larger grants and provide even more technical assistance. To achieve these goals, RESIST seeks to do the following:

### *1. Increase the amount of money distributed to grantees.*

RESIST hopes to raise the maximum award from \$3,000 to \$4,000. In 2009, RESIST awarded \$279,043 to 134 groups. An initial increase in grant awards to \$4,000 could be implemented for approximately \$30,000 in the first year. In this first year, all \$30,000 would be spent directly on grant allocations. RESIST would then analyze the change in response rates and number of grant awards. In addition, it would be important to document any increase in personnel or administrative costs incurred from implementing an expanded grantmaking program.

### *2. Expand RESIST's On-Line Training Seminars.*

Currently, RESIST provides a free three-part series of on-line training trainings to help activists expand their organizational capacity and streamline their fundraising. For each of these 1 ¾ hour participants and the instructor log in to a single web site and are all on a conference call at the same time. During the training, participants can see information posted by the instructor on-line, ask questions and discuss the materials as a group. These workshops were initially developed in response to issues raised by for RESIST grantees. Since their inception, RESIST has partnered with Appalachian Community Fund, the Fund for Idaho and the Fund for Southern Communities to provide this opportunity to a wider audience. In 2010, RESIST has held on-line trainings for rural activists and an advanced seminar to enable previous participants to expand their knowledge. In June, RESIST will make this opportunity available to the 20+ affiliates of the National Coalition to Abolish the Death Penalty. Each seminar series can train 15 participants at a cost of \$1,000 per series. RESIST would like to expand the number and range of topics that could be offered to activists around the country.

In order to stabilize grant awards at \$4,000 and increase on-line training seminars, RESIST would need to ensure that an additional \$30,000 allocated directly to grantmaking would be available each year for the succeeding three years. This would provide the time needed to put new strategies in place that would enable RESIST to raise the funds needed to maintain this level of allocations for the foreseeable future. In addition, RESIST would require approximately \$5,000 - \$10,000 per year to implement the new fundraising strategies. After the passage of four years, the goal would be for RESIST to have the capacity to continue raising sufficient funds to support this programming on its own.

As a result, to raise the maximum grant award and develop the new fundraising strategies to support those awards, it would require an infusion of approximately \$150,000 new dollars to be spent over the course of four years.

The impact of achieving these goals will be immediate and represents a big boost at a time when many foundations are trimming back.



## Financial Analysis

### 1. Impact of Changes in RESIST Grant Awards

	<b>Award</b>	<b>Allocation</b>	<b>+ / -</b>	<b>Grantees</b>	<b>+ / -</b>
<b>1997</b>	\$1,000	\$112,536		136	
<b>1998</b>	\$2,000	\$252,352	224%	156	115%
<b>2001</b>	\$3,000	\$301,760	120%	136	87%

### 2. Average Grants Awards and Allocations: 2007 - 2009

	<b>Grants</b>	<b>%</b>	<b>Allocation</b>	<b>%</b>
\$500	15	12%	\$7,233	3%
\$1,000	14	11%	\$14,167	5%
\$1,500	15	12%	\$21,833	8%
\$2,000	26	20%	\$52,200	19%
\$2,500	7	5%	\$17,233	6%
\$3,000	52	40%	\$156,300	58%
	129	100%	\$268,966	100%

### 3. Impact of Potential Increase in Grant Award from \$3,000 to \$4,000

	<b>Grants</b>	<b>%</b>	<b>Allocation</b>	<b>%</b>
\$500	16	12%	\$8,318	3%
\$1,000	16	12%	\$16,292	5%
\$1,500	16	12%	\$25,108	8%
\$2,000	30	23%	\$60,030	19%
\$3,000	10	8%	\$19,818	6%
\$4,000	44	33%	\$179,745	58%
	132	100%	\$309,311	100%

### 4. Grant Allocations for Current FY2010 Budget

#### Grant Allocations

<b>General Support Grants</b>	205,000
<b>Multi-Year Grants</b>	60,000
<b>Emergency Grants</b>	1,000
<b>Technical Assistance Grants</b>	6,000
<b>NWTRCC Grants</b>	3,000
<b>Holmes Memorial Grant</b>	500
<b>Kurtz Memorial Grant</b>	500
<b>Salzman Memorial Grant</b>	3,000
<b>Total Grant Allocations</b>	<u>279,000</u>



## **RESIST Finance Narrative**

### **January 1, 2010 to April 30, 2010**

*Accompanies Statement of Net Assets and Statement of Activities*

#### **BIG PICTURE**

Our *net income* (income less expenses) for January 1, 2010, through April 30, 2010, was a *loss* of about \$75,643. In our annual budget for this time period, we expected to have a net loss of \$79,370.

*Income* is lower than expected by \$23,927. *Expenses* are approximately \$27,654 less than anticipated. This means we have a difference of approximately \$3,727 between where we expected to be at this time and where we actually are. Overall, revenue is down from direct mailings: \$17,246 down from internal mailings and \$5,385 up from prospect returns. Special contributions are also down by \$20,999: major donors are down by \$8,489 and unsolicited donations are down \$11,835. The most significant decrease in expense line items are: grants which are down \$13,500, communications which are down \$9,411 and internal mailing costs which are down \$5,591.

Bottom line: Based on these figures, the Finance Committee does not have recommendations for amendments to the draft annual budget for 2010 at this time.

#### **STATEMENT OF NET ASSETS (ITEM A)**

At this time, we have assets of approximately \$527,500. This is about \$11,438 less than we had in 2009. The decrease in assets is primarily due to lower than anticipated revenue at this point in time.

#### **STATEMENT OF NET ACTIVITIES (ITEM B)**

##### ***Revenue:***

Revenue is about \$23,927 lower than budgeted: \$157,786 actual vs. \$181,713 in the budget.

##### Gifts and Pledges: \$34,357 lower than budgeted??

- *Internal mailing* contributions are approximately \$17,246 less than budgeted. Income from the pledge program is approximately \$7,912 higher than expected; appeals to current donors are \$22,716 lower than expected and revenue from the *Newsletter* is about \$2,442 less than expected. The timing of the mailing for the March/April edition of the *Newsletter* accounts for the loss in that category. Renewal donations were booked at the end of March and in April instead of the beginning of the year which may account for loss in this category. Based on our budget predictions for 2010, there may be some correlation with reduced giving on the part of donors in response to current economic conditions”.
- *Prospect mailing* contributions are \$5,385 higher than expected. There was a significant response to the November 09 prospect mail appeal which may account for the increase.
- *Special Contributions* are \$20,699 lower than budgeted. Unsolicited contributions were lower than expected (\$11,535 under budget) and major donors were \$8,489 under budget. It is unclear why these numbers are so low, one possible explanation is that the “none” category needs to be redistributed into unsolicited and or special contributions.



#### Investment Income: \$10,431 more than budgeted

- *Interest and dividends* are \$1,578 lower than budgeted.
- *Realized gains or losses* on the sale of investments are \$80 more than budgeted.
- *Unrealized gains or losses* on investments are 11,929 more than budgeted as a result of a rise in the stock market.

#### **Expenses:**

Expenses are about \$27,657 less than budgeted: \$233,427 actual vs. \$261,083 in the budget.

#### Fundraising expenses: \$4,596 less than budgeted

- *Internal mailing* costs are about \$5,590 less than the budgeted amount. Pledge costs increased about \$1,046 in part due to increases in printing and postage. This was offset by lower than expected renewal mailing costs of \$6,637. This amount reflects the timing of renewal mailing payments for printing and the mailhouse.
- *Prospect mailing* costs are within budget.
- *Other Fundraising Costs* are approximately \$1,296 more than expected and reflect the cost of purchasing new letterhead for thank you notes and additional postage.

#### Program expenses: \$23,539 less than budgeted

- *Grants Awards* are \$13,500 less than budgeted.
- *Grant Program* expenses are under budget by \$628.
- *Newsletter* costs are \$2,465 less than budgeted due to timing of mailhouse bills and unused consultant fees.
- *Web site* expenses are \$6,946 less than budgeted since website upgrade bills have not been paid.

#### Administrative Expenses: \$1,895 more than budgeted

- Books and subscriptions are \$1,662 more than budget due to a double payment of the Sage subscription. This should balance out after the refund has been received. Credit card fees are \$1,495 more than anticipated at this time due to cost associated with credit card transaction through sage and increased bank charges. After consultation with our insurance broker budget numbers were amended to reflect true projections of cost and timing of bills. This represents a decrease of approximately \$1,000 in expenses. Accounting costs are at this moment on target. The \$22,000 annual budget figure is as a result of charitable registration requirements and onerous changes in federal tax filings”.
- *Personnel and Health Insurance* expenses are \$1,980 less than budgeted. The Massachusetts Health Commissioner did not accept Insurer’s rate increase; hence our insurance rates have gone down. This decrease might not be permanent.



**RESIST, INC.**  
**Profit & Loss Budget vs. Actual**  
January 1 through April 30, 2010

	<u>4/30/2010</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
Internal Mailings	105,382	122,628	(17,246)	430,071
Prospecting	21,601	16,216	5,385	56,872
Special Contributions	14,315	35,314	(20,999)	297,814
Special Event Income	1,681	3,000	(1,319)	6,500
Misc. Revenue	207	385	(178)	2,125
Investment Income	922	2,500	(1,578)	12,500
Realized Gain (Loss)	80	0	80	0
Unrealized Gain (Loss)	13,599	1,670	11,929	0
<b>Total Income</b>	<u>157,786</u>	<u>181,713</u>	<u>(23,927)</u>	<u>805,882</u>
<b>Expense</b>				
<i>Fundraising</i>				
Internal Mailing Costs	11,705	17,295	(5,590)	45,075
Prospect Mailing Costs	19,433	19,735	(302)	54,500
Event Costs	0	0	0	500
Misc. Fundraising Costs	1,846	550	1,296	2,375
<b>Total Fundraising Costs</b>	<u>32,984</u>	<u>37,580</u>	<u>(4,596)</u>	<u>102,450</u>
<i>Program</i>				
Grants Program	69,477	83,605	(14,128)	48,800
Communications Program	14,682	24,093	(9,411)	284,230
<b>Total Program Costs</b>	<u>84,159</u>	<u>107,698</u>	<u>(23,539)</u>	<u>333,030</u>
<i>Other</i>				
Personnel	76,200	78,180	(1,980)	237,705
General and Administrative	38,857	36,976	36,976	96,610
Board Expenses	1,229	664	565	1,900
<b>Total Other Costs</b>	<u>116,286</u>	<u>115,820</u>	<u>466</u>	<u>336,215</u>
<b>Total Expense</b>	<u>233,429</u>	<u>261,098</u>	<u>(27,669)</u>	<u>771,695</u>
<b>Net Ordinary Income</b>	<u>(75,643)</u>	<u>(79,385)</u>	<u>3,742</u>	<u>34,187</u>



**RESIST, Inc**  
**Analytical Reports - Comparison Report by Gift Code**  
**2009 to 2010 YTD**

<u>Campaign</u>	Period 1 Jan 2010 through May 2010			Period 2 Jan 2009 through May 2009			% Change		
	<u>Donors</u>	<u>Total</u>	<u>Average</u>	<u>Donors</u>	<u>Total</u>	<u>Average</u>	<u>Donors</u>	<u>Total</u>	<u>Average</u>
ABC House Mailing	758	\$41,159.76	\$53.11	631	\$36,045.26	\$54.20	20%	14%	-2%
Estate	0	\$0.00		2	\$23,560.20	\$11,780.10	-100%	-100%	
Event	14	\$1,870.00	\$133.57	28	\$2,364.00	\$84.43	-50%	-21%	58%
Major Donor	12	\$33,448.77	\$2,787.40	0	\$0.00		0%		
Newsletter	301	\$13,234.28	\$37.81	266	\$14,857.82	\$52.13	13%	-11%	-27%
None	4	\$309.00	\$44.14	38	\$41,987.24	\$976.45	-89%	-99%	-95%
Pledge	361	\$54,386.50	\$56.01	346	\$48,828.50	\$58.48	4%	11%	-4%
Prospect	665	\$22,016.23	\$32.76	521	\$15,764.30	\$30.03	28%	40%	9%
	2054	\$166,424.54	\$59.42	1784	\$183,407.32	\$76.96	15%	-9%	-23%



## Resist Renewals History 5-10

	<i>MailQty</i>	<i>#Gifts</i>	<i>%Resp</i>	<i>\$Income</i>	<i>Av Gift\$</i>	<i>\$Expense</i>	<i>CP\$R</i>
<b>March Appeal</b>							
2000							
2001	3,100	335	10.81%	\$20,504	\$61.21	\$1,693	\$0.08
2002	4,114	459	11.16%	\$25,563	\$55.69	\$2,032	\$0.08
2003	4,012	380	9.47%	\$18,531	\$48.77	\$2,025	\$0.11
2004	4,979	437	8.78%	\$21,842	\$49.98	\$1,688	\$0.08
2005	4,227	395	9.34%	\$19,696	\$49.86	\$2,420	\$0.12
2006	5,362	588	10.97%	\$37,981	\$64.59		
3/1/2007	6,830	630	9.22%	\$36,222	\$57.50		
3/12/2008	5,776	596	10.32%	\$33,520	\$56.24	\$6,938	\$0.21
3/10/2009	6,405	578	9.02%	\$29,757	\$51.48	\$6,992	\$0.23
3/8/2010	6,897	595	8.63%	\$31,972	\$53.73		

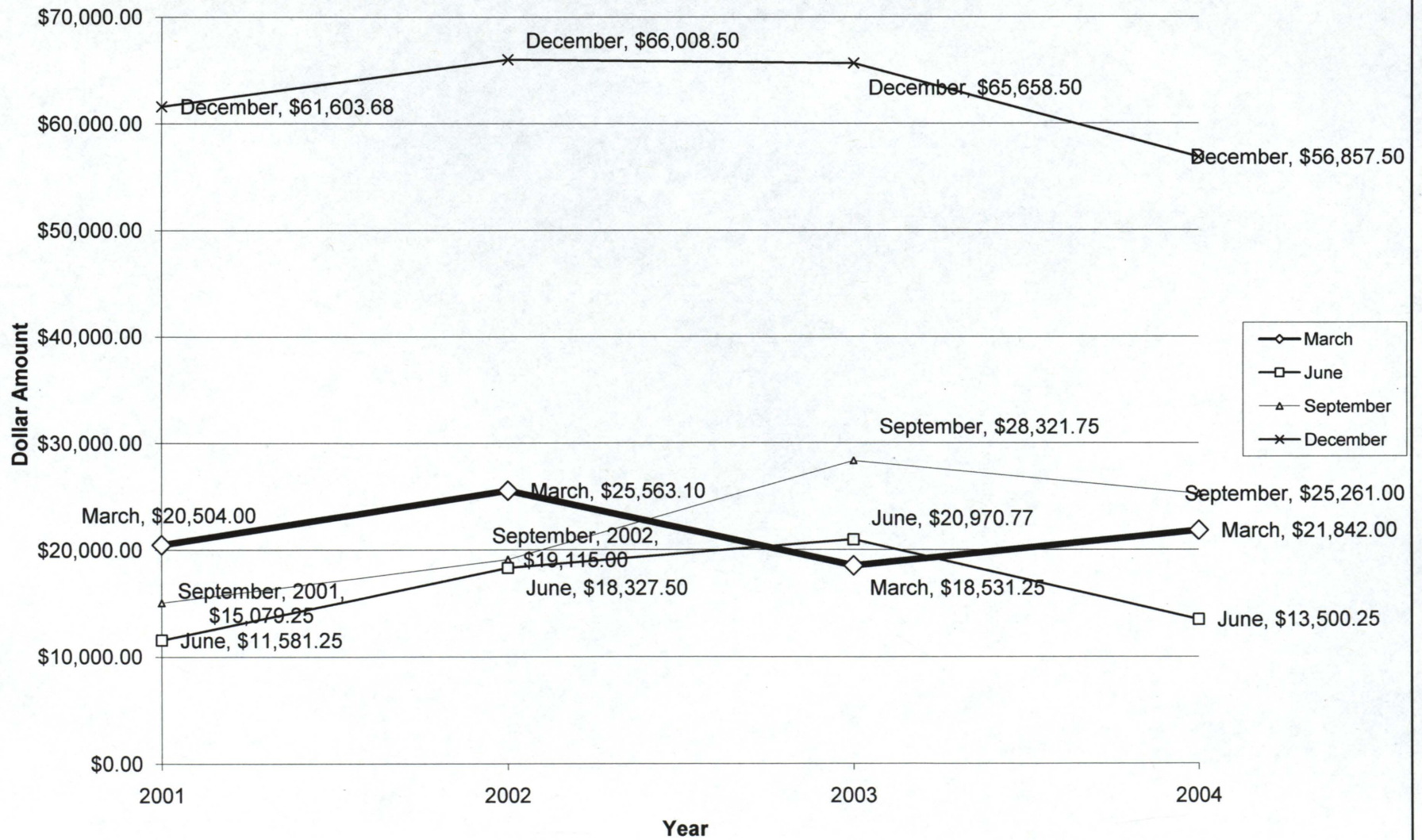
<b>June/July Appeal</b>							
2000							
2001	3,109	230	7.40%	\$11,581	\$50.35	\$2,657	\$0.23
2002	4,025	345	8.57%	\$18,328	\$53.12	\$3,144	\$0.17
2003	5,048	382	7.57%	\$20,971	\$54.90	\$1,891	\$0.09
2004	4,170	223	5.35%	\$13,500	\$60.54		
2005			7.56%	\$32,310			
2006	5,590	412	7.37%	\$27,352	\$66.39		
2007	6,630	497	7.00%	\$26,789	\$53.90		
6/17/2008	6,194	473	7.64%	\$25,930	\$54.82	\$6,749	\$0.26
6/20/2009	6,314	642	8.89%	\$38,099	\$59.34	\$6,442	

<b>September Appeal</b>							
2000	2,500	179	7.16%	\$9,835	\$54.95	\$1,683	\$0.17
2001	3,300	270	8.18%	\$15,079	\$55.85	\$1,792	\$0.12
2002	4,828	319	6.61%	\$19,115	\$59.92	\$1,744	\$0.09
2003	5,676	393	6.92%	\$28,322	\$72.07	\$3,588	\$0.13
2004	4,624	310	6.70%	\$32,151	\$103.71		
2005			12.43%	\$50,313			
2006	5,819	599	10.29%	\$46,088			
10/1/2007	6,586	538	8.17%	\$47,866	\$88.97		
9/17/2008	6,714	645	9.61%	\$48,166	\$74.68	\$7,629	\$0.16
9/18/2009	6,519	505	7.75%	\$37,319			

<b>December Appeal</b>							
2000	2,794	499	17.86%	\$50,104	\$100.41	\$1,975	\$0.04
2001	4,309	675	15.66%	\$61,604	\$91.26	\$4,179	\$0.07
2002	5,154	787	15.27%	\$66,009	\$83.87	\$3,729	\$0.06
2003	5,854	689	11.77%	\$65,659	\$95.30	\$5,731	\$0.09
2004	6,436	579	9.00%	\$76,722	\$132.51		
2005				\$57,715			
2006	5,989	723	12.07%	\$80,106	\$110.80		
12/5/2007	7,188	737	10.25%	\$67,796	\$91.99		
12/4/2008	7,674	791	10.31%	\$81,381	\$102.88	\$7,601	\$0.09
2009	7,000	684	9.77%	\$77,019			

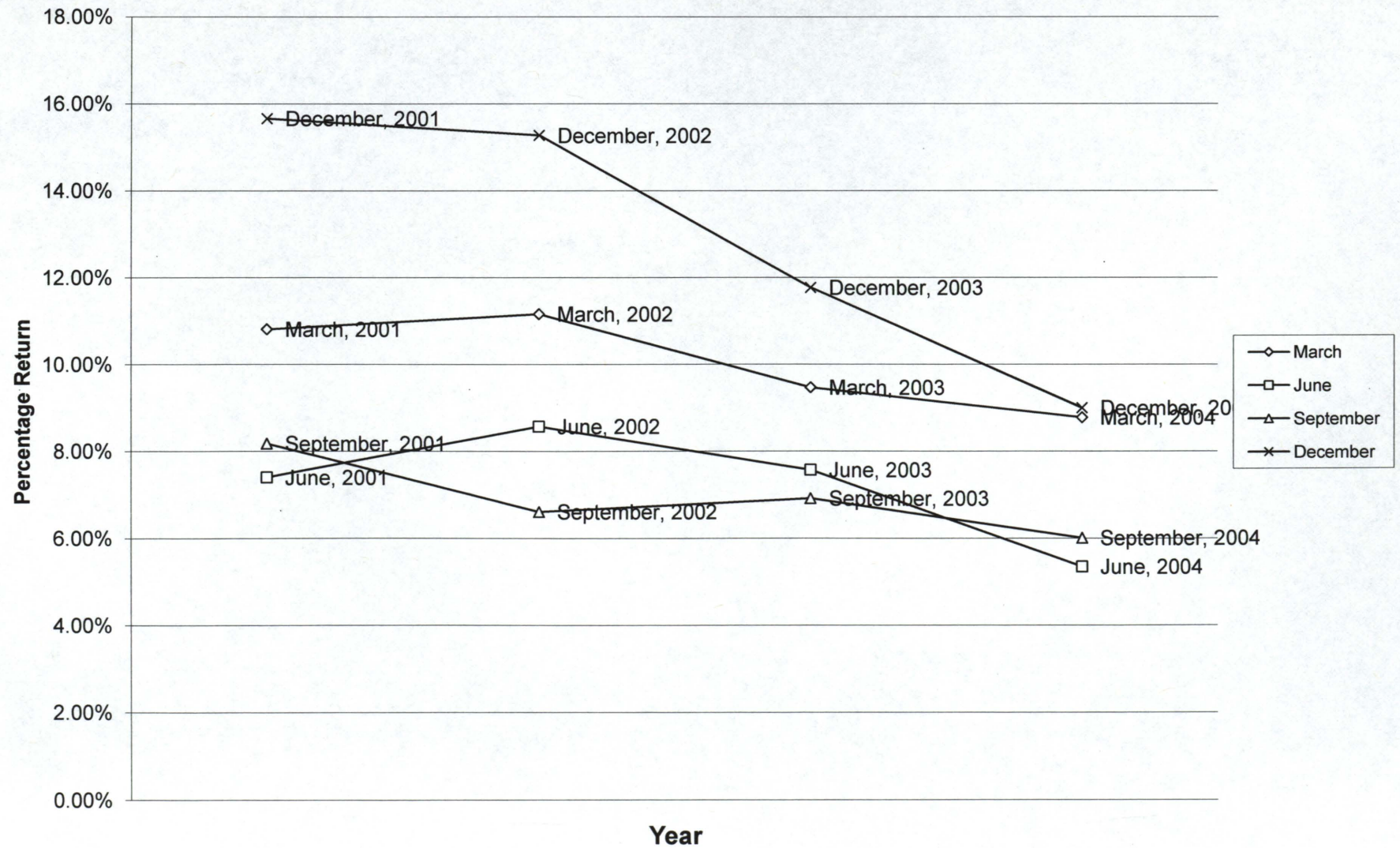


# ABC Money Returned





ABC Percent Return By Year





	2001	2002	2003	2004
March	\$20,504.00	\$25,563.10	\$18,531.25	\$21,842.00
June	\$11,581.25	\$18,327.50	\$20,970.77	\$13,500.25
September	\$15,079.25	\$19,115.00	\$28,321.75	\$25,261.00
December	\$61,603.68	\$66,008.50	\$65,658.50	\$56,857.50

March	10.81%	11.16%	9.47%	8.78%
June	7.40%	8.57%	7.57%	5.35%
September	8.18%	6.61%	6.92%	6.01%
December	15.66%	15.27%	11.77%	9.00%



## Resist Acquisitions History 5-10

<u>RESIST ACQUISITION</u>	<u>Mail date</u>	<u>Mail qty</u>	<u>Cost</u>	<u>PerPc</u>	<u>Resp</u>	<u>Income</u>	<u>% Resp</u>	<u>Av Gift</u>	<u>CPDR</u>	<u>Cost/Donor</u>	<u>Control</u>	<u>Test</u>	<u>Winner</u>
<u>Actual</u>													
Fall 2001		40,641	\$26,382	\$0.65	522	\$19,832.00	1.28%	\$37.99	\$1.33	\$50.54		sticker	none
Spring 2002		49,771	\$21,670	\$0.44	481		0.97%			\$45.05		none	
Fall 2002		41,850	\$19,267	\$0.46	443		1.06%			\$43.49		none	
Spring 2003 (incl renew)		44,178	\$26,227	\$0.59	399		0.90%			\$65.73		none	
Fall 2003		43,110	\$20,802	\$0.48	329		0.76%			\$63.23		none	
Spring 2004		50,035	\$21,463	\$0.43								survey	control
Fall 2004		51,304	\$22,928	\$0.45	660?		1.29%			\$34.74		no teaser	none?
Spring 2005		52,710	\$22,253	\$0.42	436	\$10,733.00	0.83%	\$24.62	\$2.07	\$51.04		none	n/a
Fall 2005		50,083	\$23,105	\$0.46	485	\$15,379.00	0.97%	\$31.71	\$1.50	\$47.64		add'l grant sheet	none
Spring 2006		47,167	\$23,506	\$0.50	293	\$7,087.00	0.62%	\$24.19	\$3.32	\$80.23		check pkg	control
Fall 2006		53,226	\$22,365	\$0.42	701	\$24,952.00	1.32%	\$35.59	\$0.90	\$31.90	\$20/30/40	\$25/35/50	none
Spring 2007		54,923	\$22,598	\$0.41	633	\$18,533.00	1.15%	\$29.28	\$1.22	\$35.70	\$20/30/40	\$15/25/50	control
Fall_Sept 2007		44,063	\$18,568	\$0.42	519	\$17,268.00	1.18%	\$33.27	\$1.08	\$35.78	cntrl (#10)	#7 3/4	control
YearEnd_Nov 2007		60,711	\$30,988	\$0.51	462	\$14,869.00	0.76%	\$32.18	\$2.08	\$67.07	cntrl (#10)	Yes We Can	new
Spring 2008		52,193	\$23,459	\$0.45	633	\$18,138.00	1.21%	\$28.65	\$1.29	\$37.06	Yes We Can	Goliath letter	inconclusv
Fall-Sept 2008	9/24/08	54,324	\$26,767	\$0.49	503	\$18,027.00	0.93%	\$35.84	\$1.48	\$53.21	Goliath	OGE/ K Pollitt	control
Spring 2009	3/12/09	51,712	\$23,700	\$0.46	599	\$19,962.30	1.16%	\$33.06	\$1.19	\$39.57	insert	quote	
												OGE/ Con.Prin.	
												Outr.Action	
												ix to Friends	
												Like You" insert	

Nov-09

688 \$25,489.79

3/3/2010

602 \$19,076.23



## **RESIST Finance Narrative**

### **January 1, 2010 to April 30, 2010**

*Accompanies Statement of Net Assets and Statement of Activities*

#### **BIG PICTURE**

Our *net income* (income less expenses) for January 1, 2010, through April 30, 2010, was a *loss* of about \$75,643. In our annual budget for this time period, we expected to have a net loss of \$79,370.

*Income* is lower than expected by \$23,927. *Expenses* are approximately \$27,654 less than anticipated. This means we have a difference of approximately \$3,727 between where we expected to be at this time and where we actually are. Overall, revenue is down from direct mailings: \$17,246 down from internal mailings and \$5,385 up from prospect returns. Special contributions are also down by \$20,999: major donors are down by \$8,489 and unsolicited donations are down \$11,835. The most significant decrease in expense line items are: grants which are down \$13,500, communications which are down \$9,411 and internal mailing costs which are down \$5,591.

Bottom line: Based on these figures, the Finance Committee does not have recommendations for amendments to the draft annual budget for 2010 at this time.

#### **STATEMENT OF NET ASSETS (ITEM A)**

At this time, we have assets of approximately \$527,500. This is about \$11,438 less than we had in 2009. The decrease in assets is primarily due to lower than anticipated revenue at this point in time.

#### **STATEMENT OF NET ACTIVITIES (ITEM B)**

##### ***Revenue:***

Revenue is about \$23,927 lower than budgeted: \$157,786 actual vs. \$181,713 in the budget.

##### Gifts and Pledges: \$34,357 lower than budgeted??

- *Internal mailing* contributions are approximately \$17,246 less than budgeted. Income from the pledge program is approximately \$7,912 higher than expected; appeals to current donors are \$22,716 lower than expected and revenue from the *Newsletter* is about \$2,442 less than expected. The timing of the mailing for the March/April edition of the *Newsletter* accounts for the loss in that category. Renewal donations were booked at the end of March and in April instead of the beginning of the year which may account for loss in this category. Based on our budget predictions for 2010, there may be some correlation with reduced giving on the part of donors in response to current economic conditions”.
- *Prospect mailing* contributions are \$5,385 higher than expected. There was a significant response to the November 09 prospect mail appeal which may account for the increase.
- *Special Contributions* are \$20,699 lower than budgeted. Unsolicited contributions were lower than expected (\$11,535 under budget) and major donors were \$8,489 under budget. It is unclear why these numbers are so low, one possible explanation is that the “none”



category needs to be redistributed into unsolicited and or special contributions.  
Investment Income: \$10,431 more than budgeted

- *Interest and dividends* are \$1,578 lower than budgeted.
- *Realized gains or losses* on the sale of investments are \$80 more than budgeted.
- *Unrealized gains or losses* on investments are 11,929 more than budgeted as a result of a rise in the stock market.

### **Expenses:**

Expenses are about \$27,657 less than budgeted: \$233,427 actual vs. \$261,083 in the budget.

#### Fundraising expenses: \$4,596 less than budgeted

- *Internal mailing* costs are about \$5,590 less than the budgeted amount. Pledge costs increased about \$1,046 in part due to increases in printing and postage. This was offset by lower than expected renewal mailing costs of \$6,637. This amount reflects the timing of renewal mailing payments for printing and the mailhouse.
- *Prospect mailing* costs are within budget.
- *Other Fundraising Costs* are approximately \$1,296 more than expected and reflect the cost of purchasing new letterhead for thank you notes and additional postage.

#### Program expenses: \$23,539 less than budgeted

- *Grants Awards* are \$13,500 less than budgeted.
- *Grant Program* expenses are under budget by \$628.
- *Newsletter* costs are \$2,465 less than budgeted due to timing of mailhouse bills and unused consultant fees.
- *Web site* expenses are \$6,946 less than budgeted since website upgrade bills have not been paid.

#### Administrative Expenses: \$1,895 more than budgeted

- Books and subscriptions are \$1,662 more than budget due to a double payment of the Sage subscription. This should balance out after the refund has been received. Credit card fees are \$1,495 more than anticipated at this time due to cost associated with credit card transaction through sage and increased bank charges. After consultation with our insurance broker budget numbers were amended to reflect true projections of cost and timing of bills. This represents a decrease of approximately \$1,000 in expenses. Accounting costs are at this moment on target. The \$22,000 annual budget figure is as a result of charitable registration requirements and onerous changes in federal tax filings”.
- *Personnel and Health Insurance* expenses are \$1,980 less than budgeted. The Massachusetts Health Commissioner did not accept Insurer’s rate increase; hence our insurance rates have gone down. This decrease might not be permanent.



**RESIST, INC.**  
**Profit & Loss Budget vs. Actual**  
January 1 through April 30, 2010

	<u>4/30/2010</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
Internal Mailings	105,382	122,628	(17,246)	430,071
Prospecting	21,601	16,216	5,385	56,872
Special Contributions	14,315	35,314	(20,999)	297,814
Special Event Income	1,681	3,000	(1,319)	6,500
Misc. Revenue	207	385	(178)	2,125
Investment Income	922	2,500	(1,578)	12,500
Realized Gain (Loss)	80	0	80	0
Unrealized Gain (Loss)	13,599	1,670	11,929	0
<b>Total Income</b>	<b>157,786</b>	<b>181,713</b>	<b>(23,927)</b>	<b>805,882</b>
<b>Expense</b>				
<i>Fundraising</i>				
Internal Mailing Costs	11,705	17,295	(5,590)	45,075
Prospect Mailing Costs	19,433	19,735	(302)	54,500
Event Costs	0	0	0	500
Misc. Fundraising Costs	1,846	550	1,296	2,375
<b>Total Fundraising Costs</b>	<b>32,984</b>	<b>37,580</b>	<b>(4,596)</b>	<b>102,450</b>
<i>Program</i>				
Grants Program	69,477	83,605	(14,128)	48,800
Communications Program	14,682	24,093	(9,411)	284,230
<b>Total Program Costs</b>	<b>84,159</b>	<b>107,698</b>	<b>(23,539)</b>	<b>333,030</b>
<i>Other</i>				
Personnel	76,200	78,180	(1,980)	237,705
General and Administrative	38,857	36,961	1,896	96,610
Board Expenses	1,229	664	565	1,900
<b>Total Other Costs</b>	<b>116,286</b>	<b>115,805</b>	<b>481</b>	<b>336,215</b>
<b>Total Expense</b>	<b>233,429</b>	<b>261,083</b>	<b>(27,654)</b>	<b>771,695</b>
<b>Net Ordinary Income</b>	<b>(75,643)</b>	<b>(79,370)</b>	<b>3,727</b>	<b>34,187</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 30, 2010**

	<b>4/30/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
<b>Income</b>				
<b>Internal Mailings</b>				
Pledges	52,205	44,293	7,912	155,341.00
Newsletter	13,698	16,140	(2,442)	56,605.00
ABC/House mailings	39,479	62,195	(22,716)	218,125.00
<b>Total Internal Mailings</b>	<b>105,382</b>	<b>122,628</b>	<b>(17,246)</b>	<b>430,071.00</b>
<b>Prospecting</b>	<b>21,601</b>	<b>16,216</b>	<b>5,385</b>	<b>56,871.00</b>
<b>Special Contributions</b>				
Bequests	0	0	0	120,000.00
Board Fundraising	0	500	(500)	2,000.00
Employer Matching Grants	64	114	(50)	400.00
Foundations	0	0	0	15,000.00
Major Donors	14,011	22,500	(8,489)	0.00
Unsolicited	165	12,000	(11,835)	159,265.00
Holmes Memorial Fund	75	0	75	150.00
Kurtz Memorial Fund	0	200	(200)	1,000.00
<b>Total Special Contributions</b>	<b>14,315</b>	<b>35,314</b>	<b>(20,999)</b>	<b>297,815.00</b>
<b>Special Event Income</b>				
Auction	125	0	125	0.00
Advertising	0	0	0	0.00
Corporate Sponsors	0	0	0	0.00
House Parties	1,556	3,000	(1,444)	6,000.00
In-Kind Gifts or Services	0	0	0	0.00
Individual Donors	0	0	0	0.00
Misc Income	0	0	0	0.00
Organizational Sponsors	0	0	0	0.00
Raffle	0	0	0	500.00
Ticket Sales	0	0	0	0.00
<b>Total Special Event Income</b>	<b>1,681</b>	<b>3,000</b>	<b>(1,319)</b>	<b>6,500.00</b>
<b>Misc. Revenue</b>				
Fiscal Sponsorship Fees	0	0	0	200.00
In Kind Goods or Services	0	0	0	0.00
NWTRCC	40	100	(60)	1,600.00
Royalties	0	0	0	75.00
T-Shirt Sales	167	285	(118)	1,000.00
T-Shirt Expenses	0	0	0	(750.00)
<b>Total Other Revenue</b>	<b>207</b>	<b>385</b>	<b>(178)</b>	<b>2,125.00</b>
<b>Investment Income</b>				
Dividends and Interest	922	2,500	(1,578)	7,500.00
Realized Gain (Loss)	80	0	80	0.00
Unrealized Gain (Loss)	13,599	1,670	11,929	5,000.00
<b>Total Investment Income</b>	<b>14,601</b>	<b>4,170</b>	<b>10,431</b>	<b>12,500</b>
<b>Total Income</b>	<b>157,787</b>	<b>181,713</b>	<b>(23,926)</b>	<b>805,882</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 30, 2010**

	<b>4/30/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
<b>Expense</b>				
<b>Internal Mailing Costs</b>				
<b>Pledge Program</b>				
Printing	1,115	814	301	2,300.00
Postage	1,450	571	879	1,675.00
Mailhouse	726	860	(134)	4,100.00
Consultant	0	0	0	0.00
<b>Total Pledge Program</b>	<b>3,291</b>	<b>2,245</b>	<b>1,046</b>	<b>8,075.00</b>
<b>ABC/House Mailings</b>				
Printing	2,441	3,700	(1,259)	9,500.00
Postage	1,256	2,400	(1,144)	6,000.00
Mailhouse	1,601	3,900	(2,299)	9,500.00
Consultant	3,115	5,050	(1,935)	12,000.00
<b>Total ABC/House Mailings</b>	<b>8,413</b>	<b>15,050</b>	<b>(6,637)</b>	<b>37,000.00</b>
<b>Total Internal Mailing Costs</b>	<b>11,704</b>	<b>17,295</b>	<b>(5,591)</b>	<b>45,075.00</b>
<b>Prospect Mailing Costs</b>				
Printing	8,335	5,920	2,415	16,000.00
Postage	8,932	7,425	1,507	16,500.00
Mailhouse	0	2,380	(2,380)	7,000.00
Consultants	0	1,680	(1,680)	8,000.00
Photos and Graphics	0	470	(470)	1,000.00
List Rentals	2,166	1,860	306	6,000.00
<b>Total Prospect Mailing Costs</b>	<b>19,433</b>	<b>19,735</b>	<b>(302)</b>	<b>54,500.00</b>
<b>Special Events</b>				
Advertising	0	0	0	0.00
Anniversary Events	0	0	0	0.00
Auction	0	0	0	0.00
Consultant	0	0	0	0.00
House Parties	0	0	0	500.00
Printing	0	0	0	0.00
Postage	0	0	0	0.00
Mailhouse	0	0	0	0.00
<b>Total Special Events</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>500.00</b>
<b>Misc. Fundraising Costs</b>				
Administrative Fees	18	100	(82)	300.00
Misc. Costs	306	0	306	0.00
<b>Thank You Cards</b>				
Printing	615	0	615	100.00
Postage	906	400	506	1,400.00
Purchase	0	50	(50)	75.00
<b>Total Thank You Cards</b>	<b>1,521</b>	<b>450</b>	<b>1,071</b>	<b>1,575.00</b>
Promo T-shirts	0	0	0	500.00
<b>Total Misc. Fundraising Costs</b>	<b>1,845</b>	<b>550</b>	<b>1,295</b>	<b>2,375.00</b>
<b>Communications Program</b>				
<b>Newsletter Costs</b>				
Printing	7,510	7,210	300	18,500.00
Postage	3,765	2,325	1,440	10,000.00
Mailhouse	2,380	3,810	(1,430)	8,500.00
Consultants	144	3,000	(2,856)	3,000.00
Photos and Graphics	200	120	80	300.00
<b>Total Newsletter Costs</b>	<b>14,000</b>	<b>16,465</b>	<b>(2,465)</b>	<b>40,300.00</b>
Website & Internet	682	7,628	(6,946)	8,500.00
<b>Total Communications Program</b>	<b>14,682</b>	<b>24,093</b>	<b>(9,411)</b>	<b>48,800.00</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 30, 2010**

	<b>4/30/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
<b>Grants Program</b>				
<b>Grant Allocations</b>				
General Support Grants	43,500	61,800	(18,300)	205,000.00
Multi-Year Grants	21,000	18,000	3,000	60,000.00
Emergency Grants	1,500	0	1,500	1,000.00
Technical Assistance Grants	2,500	2,000	500	6,000.00
NWTRCC Grants	0	200	(200)	3,000.00
Holmes Memorial Grant	0	0	0	500.00
Kurtz Memorial Grant	0	0	0	500.00
Salzman Memorial Grant	0	0	0	3,000.00
<b>Total Grant Allocations</b>	<b>68,500</b>	<b>82,000</b>	<b>(13,500)</b>	<b>279,000.00</b>
Equipment Rental	428	900	(472)	2,700.00
Library	0	0	0	30.00
Printing	132	485	(353)	1,500.00
Postage	417	220	197	1,000.00
Membership and Dues	0	0	0	0.00
<b>Total Grants Program</b>	<b>69,477</b>	<b>83,605</b>	<b>(14,128)</b>	<b>284,230.00</b>
<b>Personnel</b>				
Employee Salaries	54,254	57,232	(2,978)	171,690.00
Payroll Taxes	5,185	4,921	264	14,763.00
Pension Plan Match	2,170	2,289	(119)	6,867.00
Health Insurance	14,590	13,230	1,360	43,000.00
Workers Compensation	0	258	(258)	775.00
Staff Development	0	250	(250)	610.00
<b>Total Personnel</b>	<b>76,200</b>	<b>78,180</b>	<b>(1,980)</b>	<b>237,705.00</b>
<b>General and Administrative</b>				
Advertising and Outreach	775	350	425	2,000.00
Books & Subscriptions	3,262	1,600	1,662	1,800.00
Depreciation and Amortization	0	0	0	2,000.00
Donated Materials and Supplies	0	0	0	0.00
<b>Dues, Fees and Fines</b>				
Bank & Credit Card Fees	2,812	1,325	1,487	6,000.00
Dues	0	0	0	200.00
Finance Charges	0	77	(77)	250.00
Fines	30	0	30	0.00
Late Fees	208	15	193	300.00
<b>Total Dues, Fees and Fines</b>	<b>3,050</b>	<b>1,417</b>	<b>1,633</b>	<b>6,750.00</b>
Equipment Rental & Maintenance	666	500	166	1,500.00
Filing Fees - State	125	20	105	3,800.00
<b>Insurance</b>				
Computer	0	0	0	0.00
Director and Officers	0	0	0	2,300.00
Liability	572	600	(28)	600.00
Property	987	975	12	975.00
<b>Total Insurance</b>	<b>1,559</b>	<b>1,575</b>	<b>(16)</b>	<b>3,875.00</b>
Minor Office Equipment	0	400	(400)	1,000.00
<b>Occupancy expenses</b>				
Rent	13,800	13,950	(150)	42,750.00
Repairs and Maintenance	139	0	139	250.00
Utilities	618	714	(96)	3,750.00
Sub Lease (rent)	(5,700)	(5,760)	60	(17,640.00)
Sub Lease (utilities)	0	(300)	300	(1,500.00)
<b>Total Occupancy expenses</b>	<b>8,857</b>	<b>8,604</b>	<b>253</b>	<b>27,610.00</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 30, 2010**

	<b>4/30/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
Printing & Copying	22	385	(363)	1,150.00
Postage, Shipping, Delivery				
US Post Office	133	250	(117)	750.00
Postage Due/BRE Costs	2,520	1,800	720	4,000.00
Total Postage, Shipping, Delivery	2,653	2,050	603	4,750.00
Professional Fees				
Accounting	12,000	12,320	(320)	22,000.00
Brokerage fees	370	880	(510)	1,900.00
Consultant	0	0	0	0.00
Temporary Help	2,695	2,575	120	2,575.00
Total Professional Fees	15,065	15,775	(710)	26,475.00
Supplies	1,740	1,175	565	3,500.00
Telephone	892	910	(18)	2,750.00
Travel & Meeting Expenses				
Conference & Meeting Fees	82	100	(18)	100.00
Meals & Food	0	100	(100)	350.00
Travel	107	2,000	(1,893)	6,300.00
Total Travel & Meeting Expenses	189	2,200	(2,011)	6,750.00
Total General and Administrative	38,856	36,961	1,895	95,710.00
Taxes	0	0	0	0.00
Board Expense				
Printing	0	0	0	0.00
Postage	7	15	(8)	50.00
Travel	781	484	297	1,350.00
Food	442	165	277	500.00
Total Board Expense	1,229	664	565	1,900.00
Total Expense	233,427	261,083	(27,657)	770,795.00
Net Ordinary Income	(75,640)	(79,370)	3,731	35,087



**RESIST, INC.**  
**Balance Sheet**  
As of April 30, 2010

	<u>4/30/2010</u>	<u>4/30/2009</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
Checking/Savings		
Wainwright Bank Checking	50,227	107,068
Petty cash	50	50
<b>Total Checking/Savings</b>	<u>50,277</u>	<u>107,118</u>
<b>Other Current Assets</b>		
Investments	461,219	412,446
Inventory T-shirts	2,153	4,820
Prepaid expenses	10,215	9,885
<b>Total Other Current Assets</b>	<u>473,587</u>	<u>427,151</u>
<b>Total Current Assets</b>	<u>523,864</u>	<u>534,269</u>
<b>Fixed Assets</b>		
Leasehold Improvements	15,065	15,065
Accum Depr Leasehold Imp	(14,598)	(14,037)
Furniture, Fixtures & Equip	18,676	18,676
Accumulated Depr Furn/Fixtures	(17,737)	(17,264)
<b>Total Fixed Assets</b>	<u>1,406</u>	<u>2,439</u>
<b>Other Assets</b>		
Deposits	2,230	2,230
<b>Total Other Assets</b>	<u>2,230</u>	<u>2,230</u>
<b>TOTAL ASSETS</b>	<u><u>527,500</u></u>	<u><u>538,938</u></u>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Accounts Payable		
Accounts Payable	(3,693)	2,026
Grants Payable	54,000	72,000
<b>Total Accounts Payable</b>	<u>50,307</u>	<u>74,026</u>
<b>Credit Cards</b>		
Wainwright - Credit Card	237	667
<b>Total Credit Cards</b>	<u>237</u>	<u>667</u>
<b>Other Current Liabilities</b>		
Accrued Payroll and Taxes	5,525	6,023
Payroll Liabilities	3,239	3,175
Security Deposits Held	1,750	1,750
<b>Total Other Current Liabilities</b>	<u>10,514</u>	<u>10,948</u>
<b>Total Current Liabilities</b>	<u>61,058</u>	<u>85,641</u>
<b>Total Liabilities</b>	<u>61,058</u>	<u>85,641</u>
<b>Equity</b>		
Fund Balance - General	540,473	540,254
Net Income	(75,643)	(78,027)
<b>Total Equity</b>	<u>464,830</u>	<u>462,227</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>525,888</u></u>	<u><u>547,868</u></u>



## RESIST Finance Narrative

### January 1, 2010 to April 30, 2010

*Accompanies Statement of Net Assets and Statement of Activities*

#### BIG PICTURE

Deleted: 1

Our *net income* (income less expenses) for January 1, 2010, through April 30, 2010, was a *loss* of about \$75,643. In our annual budget for this time period, we expected to have a net loss of \$79,370.

*Income* is lower than expected by \$23,927. *Expenses* are approximately \$27,654 less than anticipated. This means we have a difference of approximately \$3,727 between where we expected to be at this time and where we actually are. Overall, revenue is down from direct mailings: \$17,246 down from internal mailings and \$5,385 up from prospect returns. Special contributions are also down by \$20,999: major donors are down by \$8,489 and unsolicited donations are down \$11,835. The most significant decrease in expense line items are: grants which are down \$13,500, communications which are down \$9,411 and internal mailing costs which are down \$5,591.

Bottom line: Based on these figures, the Finance Committee does not have recommendations for amendments to the draft annual budget for 2010 at this time.

#### STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately \$527,500. This is about \$11,438 less than we had in 2009. The decrease in assets is primarily due to lower than anticipated revenue at this point in time.

#### STATEMENT OF NET ACTIVITIES (ITEM B)

##### **Revenue:**

Revenue is about \$23,927 lower than budgeted: \$157,786 actual vs. \$181,713 in the budget.

##### Gifts and Pledges: \$34,357 lower than budgeted??

- *Internal mailing* contributions are approximately \$17,246 less than budgeted. Income from the pledge program is approximately \$7,912 higher than expected; appeals to current donors are \$22,716 lower than expected and revenue from the *Newsletter* is about \$2,442 less than expected. The timing of the mailing for the March/April edition of the *Newsletter* accounts for the loss in that category. Renewal donations were booked at the end of March and in April instead of the beginning of the year which may account for loss in this category. Based on our budget predictions for 2010, there may be some correlation with reduced giving on the part of donors in response to current economic conditions”.
- *Prospect mailing* contributions are \$5,385 higher than expected. There was a significant response to the November 09 prospect mail appeal which may account for the increase.
- *Special Contributions* are \$20,699 lower than budgeted. Unsolicited contributions were lower than expected (\$11,535 under budget) and major donors were \$8,489 under budget. It is unclear why these numbers are so low, one possible explanation is that the “none” category needs to be redistributed into unsolicited and or special contributions.



Investment Income: \$10,431 more than budgeted

- *Interest and dividends* are \$1,578 lower than budgeted.
- *Realized gains or losses* on the sale of investments are \$80 more than budgeted.
- *Unrealized gains or losses* on investments are 11,929 more than budgeted as a result of a rise in the stock market.

**Expenses:**

Expenses are about \$27,657 less than budgeted: \$233,427 actual vs. \$261,083 in the budget.

Fundraising expenses: \$4,596 less than budgeted

- *Internal mailing* costs are about \$5,590 less than the budgeted amount. Pledge costs increased about \$1,046 in part due to increases in printing and postage. This was offset by lower than expected renewal mailing costs of \$6,637. This amount reflects the timing of renewal mailing payments for printing and the mailhouse.
- *Prospect mailing* costs are within budget.
- *Other Fundraising Costs* are approximately \$1,296 more than expected and reflect the cost of purchasing new letterhead for thank you notes and additional postage.

Program expenses: \$23,539 less than budgeted

- *Grants Awards* are \$13,500 less than budgeted.
- *Grant Program* expenses are under budget by \$628.
- *Newsletter* costs are \$2,465 less than budgeted due to timing of mailhouse bills and unused consultant fees.
- *Web site* expenses are \$6,946 less than budgeted since website upgrade bills have not been paid.

Administrative Expenses: \$1,895 more than budgeted

- *Books and subscriptions* are \$1,662 more than budget due to a double payment of the Sage subscription. This should balance out after the refund has been received. Credit card fees are \$1,495 more than anticipated at this time due to cost associated with credit card transaction through sage and increased bank charges. After consultation with our insurance broker budget numbers were amended to reflect true projections of cost and timing of bills. This represents a decrease of approximately \$1,000 in expenses. Accounting costs are at this moment on target. The \$22,000 annual budget figure is as a result of charitable registration requirements and onerous changes in federal tax filings".
- *Personnel and Health Insurance* expenses are \$1,980 less than budgeted. The Massachusetts Health Commissioner did not accept Insurer's rate increase; hence our insurance rates have gone down. This decrease might not be permanent.



**RESIST, INC.**  
**Profit & Loss Budget vs. Actual**  
January 1 through April 30, 2010

	<u>4/30/2010</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
Internal Mailings	105,382	122,628	(17,246)	430,071
Prospecting	21,601	16,216	5,385	56,872
Special Contributions	14,315	35,314	(20,999)	297,814
Special Event Income	1,681	3,000	(1,319)	6,500
Misc. Revenue	207	385	(178)	2,125
Investment Income	922	2,500	(1,578)	12,500
Realized Gain (Loss)	80	0	80	0
Unrealized Gain (Loss)	13,599	1,670	11,929	0
<b>Total Income</b>	<u>157,786</u>	<u>181,713</u>	<u>(23,927)</u>	<u>805,882</u>
<b>Expense</b>				
<i>Fundraising</i>				
Internal Mailing Costs	11,705	17,295	(5,590)	45,075
Prospect Mailing Costs	19,433	19,735	(302)	54,500
Event Costs	0	0	0	500
Misc. Fundraising Costs	1,846	550	1,296	2,375
<b>Total Fundraising Costs</b>	<u>32,984</u>	<u>37,580</u>	<u>(4,596)</u>	<u>102,450</u>
<i>Program</i>				
Grants Program	69,477	83,605	(14,128)	48,800
Communications Program	14,682	24,093	(9,411)	284,230
<b>Total Program Costs</b>	<u>84,159</u>	<u>107,698</u>	<u>(23,539)</u>	<u>333,030</u>
<i>Other</i>				
Personnel	76,200	78,180	(1,980)	237,705
General and Administrative	38,857	36,961	1,896	96,610
Board Expenses	1,229	664	565	1,900
<b>Total Other Costs</b>	<u>116,286</u>	<u>115,805</u>	<u>481</u>	<u>336,215</u>
<b>Total Expense</b>	<u>233,429</u>	<u>261,083</u>	<u>(27,654)</u>	<u>771,695</u>
<b>Net Ordinary Income</b>	<u>(75,643)</u>	<u>(79,370)</u>	<u>3,727</u>	<u>34,187</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 30, 2010**

	<b>4/30/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
<b>Income</b>				
<b>Internal Mailings</b>				
Pledges	52,205	44,293	7,912	155,341.00
Newsletter	13,698	16,140	(2,442)	56,605.00
ABC/House mailings	39,479	62,195	(22,716)	218,125.00
<b>Total Internal Mailings</b>	<b>105,382</b>	<b>122,628</b>	<b>(17,246)</b>	<b>430,071.00</b>
<b>Prospecting</b>	<b>21,601</b>	<b>16,216</b>	<b>5,385</b>	<b>56,871.00</b>
<b>Special Contributions</b>				
Bequests	0	0	0	120,000.00
Board Fundraising	0	500	(500)	2,000.00
Employer Matching Grants	64	114	(50)	400.00
Foundations	0	0	0	15,000.00
Major Donors	14,011	22,500	(8,489)	0.00
Unsolicited	165	12,000	(11,835)	159,265.00
Holmes Memorial Fund	75	0	75	150.00
Kurtz Memorial Fund	0	200	(200)	1,000.00
<b>Total Special Contributions</b>	<b>14,315</b>	<b>35,314</b>	<b>(20,999)</b>	<b>297,815.00</b>
<b>Special Event Income</b>				
Auction	125	0	125	0.00
Advertising	0	0	0	0.00
Corporate Sponsors	0	0	0	0.00
House Parties	1,556	3,000	(1,444)	6,000.00
In-Kind Gifts or Services	0	0	0	0.00
Individual Donors	0	0	0	0.00
Misc Income	0	0	0	0.00
Organizational Sponsors	0	0	0	0.00
Raffle	0	0	0	500.00
Ticket Sales	0	0	0	0.00
<b>Total Special Event Income</b>	<b>1,681</b>	<b>3,000</b>	<b>(1,319)</b>	<b>6,500.00</b>
<b>Misc. Revenue</b>				
Fiscal Sponsorship Fees	0	0	0	200.00
In Kind Goods or Services	0	0	0	0.00
NWTRCC	40	100	(60)	1,600.00
Royalties	0	0	0	75.00
T-Shirt Sales	167	285	(118)	1,000.00
T-Shirt Expenses	0	0	0	(750.00)
<b>Total Other Revenue</b>	<b>207</b>	<b>385</b>	<b>(178)</b>	<b>2,125.00</b>
<b>Investment Income</b>				
Dividends and Interest	922	2,500	(1,578)	7,500.00
Realized Gain (Loss)	80	0	80	0.00
Unrealized Gain (Loss)	13,599	1,670	11,929	5,000.00
<b>Total Investment Income</b>	<b>14,601</b>	<b>4,170</b>	<b>10,431</b>	<b>12,500</b>
<b>Total Income</b>	<b>157,787</b>	<b>181,713</b>	<b>(23,926)</b>	<b>805,882</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 30, 2010**

	<b>4/30/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
<b>Expense</b>				
<b>Internal Mailing Costs</b>				
<b>Pledge Program</b>				
Printing	1,115	814	301	2,300.00
Postage	1,450	571	879	1,675.00
Mailhouse	726	860	(134)	4,100.00
Consultant	0	0	0	0.00
<b>Total Pledge Program</b>	3,291	2,245	1,046	8,075.00
<b>ABC/House Mailings</b>				
Printing	2,441	3,700	(1,259)	9,500.00
Postage	1,256	2,400	(1,144)	6,000.00
Mailhouse	1,601	3,900	(2,299)	9,500.00
Consultant	3,115	5,050	(1,935)	12,000.00
<b>Total ABC/House Mailings</b>	8,413	15,050	(6,637)	37,000.00
<b>Total Internal Mailing Costs</b>	11,704	17,295	(5,591)	45,075.00
<b>Prospect Mailing Costs</b>				
Printing	8,335	5,920	2,415	16,000.00
Postage	8,932	7,425	1,507	16,500.00
Mailhouse	0	2,380	(2,380)	7,000.00
Consultants	0	1,680	(1,680)	8,000.00
Photos and Graphics	0	470	(470)	1,000.00
List Rentals	2,166	1,860	306	6,000.00
<b>Total Prospect Mailing Costs</b>	19,433	19,735	(302)	54,500.00
<b>Special Events</b>				
Advertising	0	0	0	0.00
Anniversary Events	0	0	0	0.00
Auction	0	0	0	0.00
Consultant	0	0	0	0.00
House Parties	0	0	0	500.00
Printing	0	0	0	0.00
Postage	0	0	0	0.00
Mailhouse	0	0	0	0.00
<b>Total Special Events</b>	0	0	0	500.00
<b>Misc. Fundraising Costs</b>				
Administrative Fees	18	100	(82)	300.00
Misc. Costs	306	0	306	0.00
<b>Thank You Cards</b>				
Printing	615	0	615	100.00
Postage	906	400	506	1,400.00
Purchase	0	50	(50)	75.00
<b>Total Thank You Cards</b>	1,521	450	1,071	1,575.00
<b>Promo T-shirts</b>	0	0	0	500.00
<b>Total Misc. Fundraising Costs</b>	1,845	550	1,295	2,375.00
<b>Communications Program</b>				
<b>Newsletter Costs</b>				
Printing	7,510	7,210	300	18,500.00
Postage	3,765	2,325	1,440	10,000.00
Mailhouse	2,380	3,810	(1,430)	8,500.00
Consultants	144	3,000	(2,856)	3,000.00
Photos and Graphics	200	120	80	300.00
<b>Total Newsletter Costs</b>	14,000	16,465	(2,465)	40,300.00
<b>Website &amp; Internet</b>	682	7,628	(6,946)	8,500.00
<b>Total Communications Program</b>	14,682	24,093	(9,411)	48,800.00



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 30, 2010**

	<b>4/30/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
<b>Grants Program</b>				
<b>Grant Allocations</b>				
General Support Grants	43,500	61,800	(18,300)	205,000.00
Multi-Year Grants	21,000	18,000	3,000	60,000.00
Emergency Grants	1,500	0	1,500	1,000.00
Technical Assistance Grants	2,500	2,000	500	6,000.00
NWTRCC Grants	0	200	(200)	3,000.00
Holmes Memorial Grant	0	0	0	500.00
Kurtz Memorial Grant	0	0	0	500.00
Salzman Memorial Grant	0	0	0	3,000.00
<b>Total Grant Allocations</b>	<b>68,500</b>	<b>82,000</b>	<b>(13,500)</b>	<b>279,000.00</b>
Equipment Rental	428	900	(472)	2,700.00
Library	0	0	0	30.00
Printing	132	485	(353)	1,500.00
Postage	417	220	197	1,000.00
Membership and Dues	0	0	0	0.00
<b>Total Grants Program</b>	<b>69,477</b>	<b>83,605</b>	<b>(14,128)</b>	<b>284,230.00</b>
<b>Personnel</b>				
Employee Salaries	54,254	57,232	(2,978)	171,690.00
Payroll Taxes	5,185	4,921	264	14,763.00
Pension Plan Match	2,170	2,289	(119)	6,867.00
Health Insurance	14,590	13,230	1,360	43,000.00
Workers Compensation	0	258	(258)	775.00
Staff Development	0	250	(250)	610.00
<b>Total Personnel</b>	<b>76,200</b>	<b>78,180</b>	<b>(1,980)</b>	<b>237,705.00</b>
<b>General and Administrative</b>				
Advertising and Outreach	775	350	425	2,000.00
Books & Subscriptions	3,262	1,600	1,662	1,800.00
Depreciation and Amortization	0	0	0	2,000.00
Donated Materials and Supplies	0	0	0	0.00
<b>Dues, Fees and Fines</b>				
Bank & Credit Card Fees	2,812	1,325	1,487	6,000.00
Dues	0	0	0	200.00
Finance Charges	0	77	(77)	250.00
Fines	30	0	30	0.00
Late Fees	208	15	193	300.00
<b>Total Dues, Fees and Fines</b>	<b>3,050</b>	<b>1,417</b>	<b>1,633</b>	<b>6,750.00</b>
Equipment Rental & Maintenance	666	500	166	1,500.00
Filing Fees - State	125	20	105	3,800.00
<b>Insurance</b>				
Computer	0	0	0	0.00
Director and Officers	0	0	0	2,300.00
Liability	572	600	(28)	600.00
Property	987	975	12	975.00
<b>Total Insurance</b>	<b>1,559</b>	<b>1,575</b>	<b>(16)</b>	<b>3,875.00</b>
Minor Office Equipment	0	400	(400)	1,000.00
<b>Occupancy expenses</b>				
Rent	13,800	13,950	(150)	42,750.00
Repairs and Maintenance	139	0	139	250.00
Utilities	618	714	(96)	3,750.00
Sub Lease (rent)	(5,700)	(5,760)	60	(17,640.00)
Sub Lease (utilities)	0	(300)	300	(1,500.00)
<b>Total Occupancy expenses</b>	<b>8,857</b>	<b>8,604</b>	<b>253</b>	<b>27,610.00</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 30, 2010**

	<b>4/30/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
Printing & Copying	22	385	(363)	1,150.00
Postage, Shipping, Delivery				
US Post Office	133	250	(117)	750.00
Postage Due/BRE Costs	2,520	1,800	720	4,000.00
<b>Total Postage, Shipping, Delivery</b>	<b>2,653</b>	<b>2,050</b>	<b>603</b>	<b>4,750.00</b>
Professional Fees				
Accounting	12,000	12,320	(320)	22,000.00
Brokerage fees	370	880	(510)	1,900.00
Consultant	0	0	0	0.00
Temporary Help	2,695	2,575	120	2,575.00
<b>Total Professional Fees</b>	<b>15,065</b>	<b>15,775</b>	<b>(710)</b>	<b>26,475.00</b>
Supplies	1,740	1,175	565	3,500.00
Telephone	892	910	(18)	2,750.00
Travel & Meeting Expenses				
Conference & Meeting Fees	82	100	(18)	100.00
Meals & Food	0	100	(100)	350.00
Travel	107	2,000	(1,893)	6,300.00
<b>Total Travel &amp; Meeting Expenses</b>	<b>189</b>	<b>2,200</b>	<b>(2,011)</b>	<b>6,750.00</b>
<b>Total General and Administrative</b>	<b>38,856</b>	<b>36,961</b>	<b>1,895</b>	<b>95,710.00</b>
Taxes	0	0	0	0.00
Board Expense				
Printing	0	0	0	0.00
Postage	7	15	(8)	50.00
Travel	781	484	297	1,350.00
Food	442	165	277	500.00
<b>Total Board Expense</b>	<b>1,229</b>	<b>664</b>	<b>565</b>	<b>1,900.00</b>
<b>Total Expense</b>	<b>233,427</b>	<b>261,083</b>	<b>(27,657)</b>	<b>770,795.00</b>
<b>Net Ordinary Income</b>	<b>(75,640)</b>	<b>(79,370)</b>	<b>3,731</b>	<b>35,087</b>



**RESIST, INC.**  
**Balance Sheet**  
As of April 30, 2010

	<u>4/30/2010</u>	<u>4/30/2009</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
Checking/Savings		
Wainwright Bank Checking	50,227	107,068
Petty cash	50	50
<b>Total Checking/Savings</b>	<u>50,277</u>	<u>107,118</u>
<b>Other Current Assets</b>		
Investments	461,219	412,446
Inventory T-shirts	2,153	4,820
Prepaid expenses	10,215	9,885
<b>Total Other Current Assets</b>	<u>473,587</u>	<u>427,151</u>
<b>Total Current Assets</b>	<u>523,864</u>	<u>534,269</u>
<b>Fixed Assets</b>		
Leasehold Improvements	15,065	15,065
Accum Depr Leasehold Imp	(14,598)	(14,037)
Furniture, Fixtures & Equip	18,676	18,676
Accumulated Depr Furn/Fixtures	(17,737)	(17,264)
<b>Total Fixed Assets</b>	<u>1,406</u>	<u>2,439</u>
<b>Other Assets</b>		
Deposits	2,230	2,230
<b>Total Other Assets</b>	<u>2,230</u>	<u>2,230</u>
<b>TOTAL ASSETS</b>	<u><u>527,500</u></u>	<u><u>538,938</u></u>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Accounts Payable		
Accounts Payable	(3,693)	2,026
Grants Payable	54,000	72,000
<b>Total Accounts Payable</b>	<u>50,307</u>	<u>74,026</u>
<b>Credit Cards</b>		
Wainwright - Credit Card	237	667
<b>Total Credit Cards</b>	<u>237</u>	<u>667</u>
<b>Other Current Liabilities</b>		
Accrued Payroll and Taxes	5,525	6,023
Payroll Liabilities	3,239	3,175
Security Deposits Held	1,750	1,750
<b>Total Other Current Liabilities</b>	<u>10,514</u>	<u>10,948</u>
<b>Total Current Liabilities</b>	<u>61,058</u>	<u>85,641</u>
<b>Total Liabilities</b>	<u>61,058</u>	<u>85,641</u>
<b>Equity</b>		
Fund Balance - General	540,473	540,254
Net Income	(75,643)	(78,027)
<b>Total Equity</b>	<u>464,830</u>	<u>462,227</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>525,888</u></u>	<u><u>547,868</u></u>



**Analytical Reports - Comparison Report by Gift Code  
2009 to 2010 YTD**

<u>Campaign</u>	Period 1 Jan 2010 through May 2010			Period 2 Jan 2009 through May 2009			% Change		
	<u>Donors</u>	<u>Total</u>	<u>Average</u>	<u>Donors</u>	<u>Total</u>	<u>Average</u>	<u>Donors</u>	<u>Total</u>	<u>Average</u>
ABC House Mailing	758	\$41,159.76	\$53.11	631	\$36,045.26	\$54.20	20%	14%	-2%
Estate	0	\$0.00		2	\$23,560.20	\$11,780.10	-100%	-100%	
Event	14	\$1,870.00	\$133.57	28	\$2,364.00	\$84.43	-50%	-21%	58%
Major Donor	12	\$33,448.77	\$2,787.40	0	\$0.00		0%		
Newsletter	301	\$13,234.28	\$37.81	266	\$14,857.82	\$52.13	13%	-11%	-27%
None	4	\$309.00	\$44.14	38	\$41,987.24	\$976.45	-89%	-99%	-95%
Pledge	361	\$54,386.50	\$56.01	346	\$48,828.50	\$58.48	4%	11%	-4%
Prospect	665	\$22,016.23	\$32.76	521	\$15,764.30	\$30.03	28%	40%	9%
	2054	\$166,424.54	\$59.42	1784	\$183,407.32	\$76.96	15%	-9%	-23%



	<i>MailQty</i>	<i>#Gifts</i>	<i>%Resp</i>	<i>\$Income</i>	<i>Av Gift\$</i>	<i>\$Expense</i>	<i>CP\$R</i>
<b>March Appeal</b>							
2000							
2001	3,100	335	10.81%	\$20,504	\$61.21	\$1,693	\$0.08
2002	4,114	459	11.16%	\$25,563	\$55.69	\$2,032	\$0.08
2003	4,012	380	9.47%	\$18,531	\$48.77	\$2,025	\$0.11
2004	4,979	437	8.78%	\$21,842	\$49.98	\$1,688	\$0.08
2005	4,227	395	9.34%	\$19,696	\$49.86	\$2,420	\$0.12
2006	5,362	588	10.97%	\$37,981	\$64.59		
3/1/2007	6,830	630	9.22%	\$36,222	\$57.50		
3/12/2008	5,776	596	10.32%	\$33,520	\$56.24	\$6,938	\$0.21
3/10/2009	6,405	578	9.02%	\$29,757	\$51.48	\$6,992	\$0.23
3/8/2010	6,897	595	8.63%	\$31,972	\$53.73		

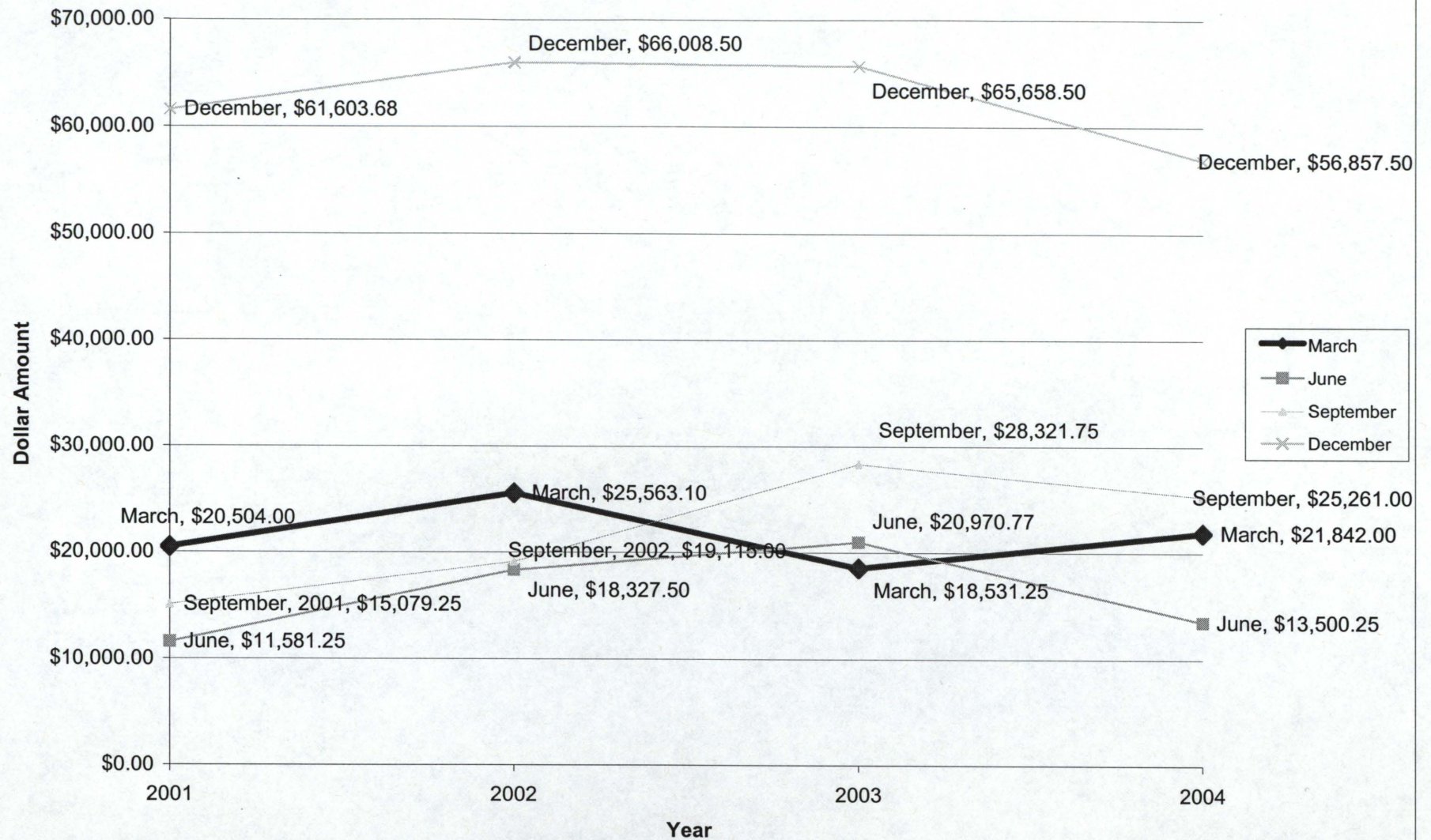
<b>June/July Appeal</b>							
2000							
2001	3,109	230	7.40%	\$11,581	\$50.35	\$2,657	\$0.23
2002	4,025	345	8.57%	\$18,328	\$53.12	\$3,144	\$0.17
2003	5,048	382	7.57%	\$20,971	\$54.90	\$1,891	\$0.09
2004	4,170	223	5.35%	\$13,500	\$60.54		
2005			7.56%	\$32,310			
2006	5,590	412	7.37%	\$27,352	\$66.39		
2007	6,630	497	7.00%	\$26,789	\$53.90		
6/17/2008	6,194	473	7.64%	\$25,930	\$54.82	\$6,749	\$0.26
6/20/2009	6,314	642	8.89%	\$38,099	\$59.34	\$6,442	

<b>September Appeal</b>							
2000	2,500	179	7.16%	\$9,835	\$54.95	\$1,683	\$0.17
2001	3,300	270	8.18%	\$15,079	\$55.85	\$1,792	\$0.12
2002	4,828	319	6.61%	\$19,115	\$59.92	\$1,744	\$0.09
2003	5,676	393	6.92%	\$28,322	\$72.07	\$3,588	\$0.13
2004	4,624	310	6.70%	\$32,151	\$103.71		
2005			12.43%	\$50,313			
2006	5,819	599	10.29%	\$46,088			
10/1/2007	6,586	538	8.17%	\$47,866	\$88.97		
9/17/2008	6,714	645	9.61%	\$48,166	\$74.68	\$7,629	\$0.16
9/18/2009	6,519	505	7.75%	\$37,319			

<b>December Appeal</b>							
2000	2,794	499	17.86%	\$50,104	\$100.41	\$1,975	\$0.04
2001	4,309	675	15.66%	\$61,604	\$91.26	\$4,179	\$0.07
2002	5,154	787	15.27%	\$66,009	\$83.87	\$3,729	\$0.06
2003	5,854	689	11.77%	\$65,659	\$95.30	\$5,731	\$0.09
2004	6,436	579	9.00%	\$76,722	\$132.51		
2005				\$57,715			
2006	5,989	723	12.07%	\$80,106	\$110.80		
12/5/2007	7,188	737	10.25%	\$67,796	\$91.99		
12/4/2008	7,674	791	10.31%	\$81,381	\$102.88	\$7,601	\$0.09
2009	7,000	684	9.77%	\$77,019			

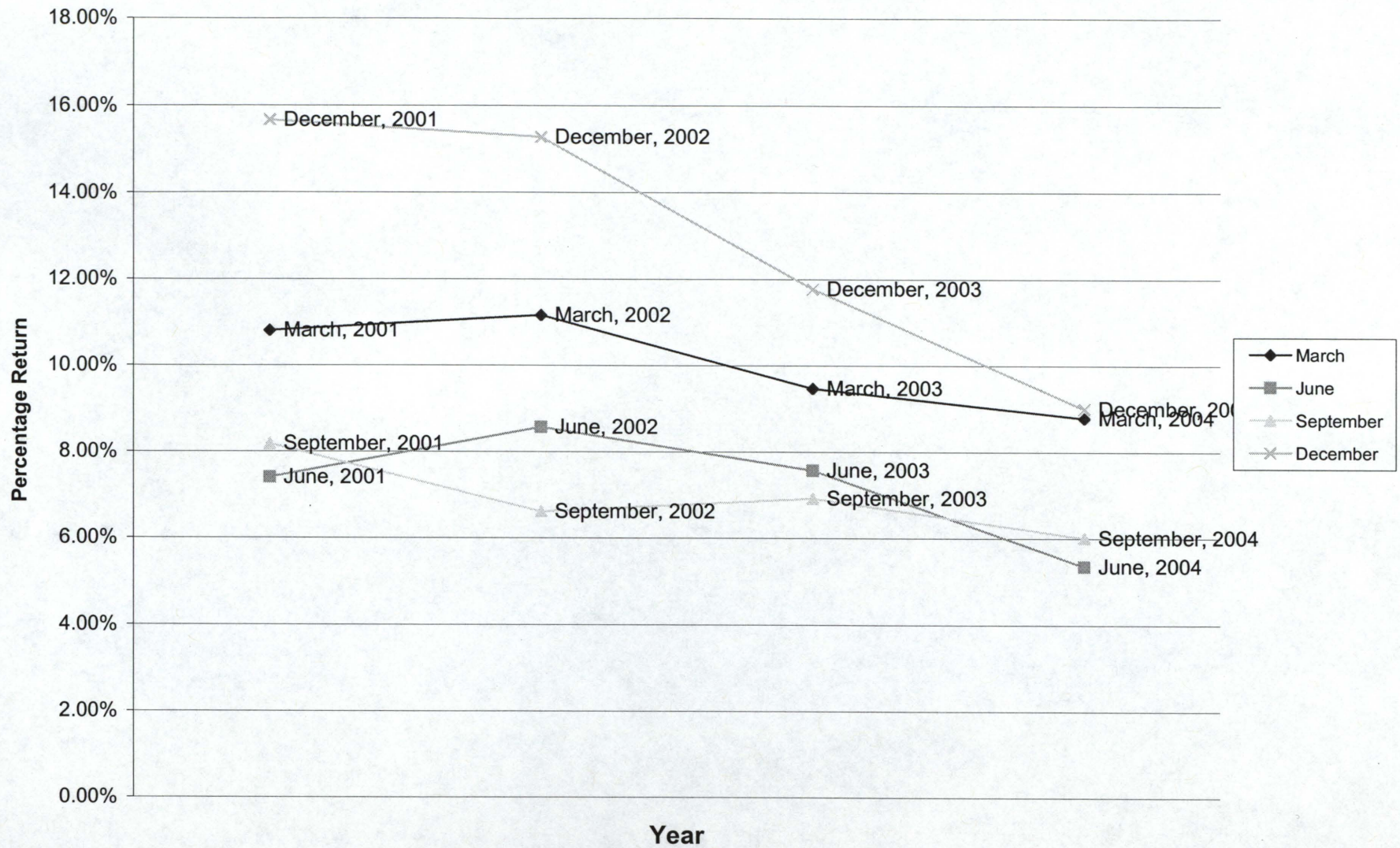


# ABC Money Returned





ABC Percent Return By Year





	2001	2002	2003	2004
March	\$20,504.00	\$25,563.10	\$18,531.25	\$21,842.00
June	\$11,581.25	\$18,327.50	\$20,970.77	\$13,500.25
September	\$15,079.25	\$19,115.00	\$28,321.75	\$25,261.00
December	\$61,603.68	\$66,008.50	\$65,658.50	\$56,857.50

March	10.81%	11.16%	9.47%	8.78%
June	7.40%	8.57%	7.57%	5.35%
September	8.18%	6.61%	6.92%	6.01%
December	15.66%	15.27%	11.77%	9.00%



<u>RESIST ACQUISITION</u> <u>Actual</u>	<u>Mail date</u>	<u>Mail qty</u>	<u>Cost</u>	<u>PerPc</u>	<u>Resp</u>	<u>Income</u>	<u>% Resp</u>	<u>Av Gift</u>	<u>CPDR</u>	<u>Cost/Donor</u>	<u>Control</u>	<u>Test</u>	<u>Winner</u>
Fall 2001		40,641	\$26,382	\$0.65	522	\$19,832.00	1.28%	\$37.99	\$1.33	\$50.54		sticker	none
Spring 2002		49,771	\$21,670	\$0.44	481		0.97%			\$45.05		none	
Fall 2002		41,850	\$19,267	\$0.46	443		1.06%			\$43.49		none	
Spring 2003 (incl renew)		44,178	\$26,227	\$0.59	399		0.90%			\$65.73		none	
Fall 2003		43,110	\$20,802	\$0.48	329		0.76%			\$63.23		none	
Spring 2004		50,035	\$21,463	\$0.43								survey	control
Fall 2004		51,304	\$22,928	\$0.45	660?		1.29%			\$34.74		no teaser	none?
Spring 2005		52,710	\$22,253	\$0.42	436	\$10,733.00	0.83%	\$24.62	\$2.07	\$51.04		none	n/a
Fall 2005		50,083	\$23,105	\$0.46	485	\$15,379.00	0.97%	\$31.71	\$1.50	\$47.64		add'l grant sheet	none
Spring 2006		47,167	\$23,506	\$0.50	293	\$7,087.00	0.62%	\$24.19	\$3.32	\$80.23		check pkg	control
Fall 2006		53,226	\$22,365	\$0.42	701	\$24,952.00	1.32%	\$35.59	\$0.90	\$31.90	\$20/30/40	\$25/35/50	none
Spring 2007		54,923	\$22,598	\$0.41	633	\$18,533.00	1.15%	\$29.28	\$1.22	\$35.70	\$20/30/40	\$15/25/50	control
Fall_Sept 2007		44,063	\$18,568	\$0.42	519	\$17,268.00	1.18%	\$33.27	\$1.08	\$35.78	cntrl (#10)	#7 3/4	control
YearEnd_Nov 2007		60,711	\$30,988	\$0.51	462	\$14,869.00	0.76%	\$32.18	\$2.08	\$67.07	cntrl (#10)	Yes We Can Goliath letter	new
Spring 2008		52,193	\$23,459	\$0.45	633	\$18,138.00	1.21%	\$28.65	\$1.29	\$37.06	Yes We Can Goliath letter	OGE/ K Pollitt quote	inconclusv
Fall-Sept 2008	9/24/08	54,324	\$26,767	\$0.49	503	\$18,027.00	0.93%	\$35.84	\$1.48	\$53.21	K Pollitt Goliath CONTROL	OGE/ Con.Prin. Outr.Action TX TO FRIENDS	control
Spring 2009	3/12/09	51,712	\$23,700	\$0.46	599	\$19,962.30	1.16%	\$33.06	\$1.19	\$39.57	insert	Like You" insert	
Nov-09					688	\$25,489.79							
3/3/2010					602	\$19,076.23							



**RESIST, Inc.**  
**Tax Return and Charitable Filing Questions**  
**2009**

**IRS Form 990**

***Part I***

**17. Part IX**

Line 5: where does compensation tie out to? Per audit = \$171,120; per 990 = \$214,935

- \$208,199 is less of 403(b) plan

- \$168,389 is less 403(b) and health insurance

- \$171,120 is less 403(b) & health insurance and adding other salaries/wages back

Line 7: where does the \$2,731 figure for other salaries and wages come from?

Line 8: does not include 403(b) payments: \$6,736

Line 9: other employee benefits = health insurance of \$39,810

Line 13: where does the figure for office expenses tie out to?

***Part III***

**1. Organization's Mission should read:**

RESIST, Inc. is an organization which promotes world peace and equality through informing the public about current affairs and assisting community groups with similar goals.

**4. Program Services should read:**

**4a. *Communications Program***

RESIST's Communications Program provides its social justice education work, expressed principally through the *Newsletter*, with additional support through the website.

*Newsletter* - RESIST publishes a newsletter six times per year that focuses on emergent as well as ongoing political issues. It is available as both a paper and an electronic publication. The *Newsletter* features the work of grant recipients and other progressive writers, providing grassroots activist perspectives and broader analyses of a range of significant topics. RESIST sends the *Newsletter* to donors, grant recipients, activist groups, public and university libraries, prisoners and progressive foundations.

*Internet Education Resources* - The RESIST web page ([www.resistinc.org](http://www.resistinc.org)) provides an array of resources to grantees, donors and colleagues. Back issues of the *Newsletter* appear on the website, along with related informational links. Resources guides are also featured, including a Guide to Technical Assistance, Finding Funding: A Beginner's Guide to Foundation Research, and the "Media Funders Guide."

**4b. *Grantmaking Program***

RESIST funds activist organizing and educational work within movements for social change - concentrating on support for organizations that do not have access to more traditional sources of funds. The Board of Directors reviews grant applications every two months and awards grants to groups whose goals are in accord with RESIST's. Approximately 134 grants were paid out during the year.



## ***Part IV***

Line 17

- Schedule G: the 1099 is \$13,766.50 and Schedule G indicates \$19,403 which includes the reimbursements for expenses. Is this correct?

Line 28b

- should be yes- since Meredith and Robin are partners  
- this affects Schedule L, Part IV

## ***Part V***

Line 7a and b

- should this be a "yes" given the auction

Line 7e - h

- should all be answered no

## ***Part VI***

Section C

Line 17 - not full list of states- move "see Schedule O for full list of states" here

## ***Schedule A, Part II***

Section A, Line 1 - where did \$663,876 come from?

Why is it not the same as Part I, Line 8: \$681,876? This is an \$18,000 difference.  
If it is Phil Schleimer's estate- why is it dealt in a different way than William Pomerance?

Section B- affected by Section A

## ***Schedule G***

Part I

Line 1: shouldn't this include internet/e-mail solicitations and special fundraising events (auction)

Line 2: This does not agree with 1099 which is \$13,766.50 and Schedule G indicates \$19,403 which includes the reimbursements for expenses. Is this correct?

## ***Schedule I***

Part II

Line 2: should be 134 not 138

## ***Schedule O***

Mission:

RESIST, Inc. is an organization which promotes world peace and equality through informing the public about current affairs and assisting community groups with similar goals.



## **NYS CHAR500**

### *2. Certification*

Names are wrong.

CFO = Robin Carton

Authorized Officer = Christy Pardew, Clerk

### *7. Amount Paid to FRP*

\$19,403 includes reimbursements. Is that the number to use or the 1099 amount?

## **MA Form PC**

### *5. Financial Data*

B. 990 says \$688,588 but \$698,413 reported on Form PC. Why?

### *6. Compensation*

Malika McCray is not the Clerk. Christy Pardew is the Clerk.

### *Statement 1*

Morgan Stanley Dean Witter (misspelled on statement)

### *Statement 2*

Isn't it easier just to attach the names and address for officers, directors and staff than referring to 990? Want to avoid them sending it back as incomplete.

### *Statement 4*

Refers to Question 19 attachment- but not attached.

### *Schedule A-1: Types of Solicitation*

No grant proposals



**RESIST, INC.**  
**Balance Sheet**  
 As of April 27, 2010

	<u>4/27/2010</u>	<u>4/27/2009</u>
<b>ASSETS</b>		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	57,277	109,964
Petty cash	50	50
Total Checking/Savings	<u>57,327</u>	<u>110,014</u>
Other Current Assets		
Investments	454,033	412,446
Inventory T-shirts	2,153	4,820
Prepaid expenses	10,710	9,885
Total Other Current Assets	<u>466,896</u>	<u>427,151</u>
Total Current Assets	<u>524,222</u>	<u>537,165</u>
Fixed Assets		
Leasehold Improvements	15,065	15,065
Accum Depr Leasehold Imp	(14,598)	(14,037)
Furniture, Fixtures & Equip	18,676	18,676
Accumulated Depr Furn/Fixtures	<u>(17,737)</u>	<u>(17,264)</u>
Total Fixed Assets	<u>1,406</u>	<u>2,439</u>
Other Assets		
Deposits	2,230	2,230
Total Other Assets	<u>2,230</u>	<u>2,230</u>
<b>TOTAL ASSETS</b>	<u><u>527,858</u></u>	<u><u>541,834</u></u>
<b>LIABILITIES &amp; EQUITY</b>		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts Payable	(74)	966
Grants Payable	54,000	72,000
Total Accounts Payable	<u>53,926</u>	<u>72,966</u>
Credit Cards		
Wainwright - Credit Card	237	667
Total Credit Cards	<u>237</u>	<u>667</u>
Other Current Liabilities		
Accrued Payroll and Taxes	5,525	6,023
Payroll Liabilities	3,239	3,175
Security Deposits Held	1,750	1,750
Total Other Current Liabilities	<u>10,514</u>	<u>10,948</u>
Total Current Liabilities	<u>64,677</u>	<u>84,581</u>
Total Liabilities	<u>64,677</u>	<u>84,581</u>
Equity		
Fund Balance - General	540,473	540,254
Net Income	(77,292)	(83,001)
Total Equity	<u>463,181</u>	<u>457,253</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>527,858</u></u>	<u><u>541,834</u></u>



Draft

**RESIST, INC.**  
**Profit & Loss Budget vs. Actual**  
 January 1 through April 27, 2010

	<u>4/27/2010</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
Internal Mailings	96,828	118,996	(22,168)	430,071
Prospecting	20,867	15,789	5,079	56,872
Special Contributions	14,290	43,231	(28,941)	297,814
Special Event Income	1,781	2,700	(919)	6,500
Misc. Revenue	113	378	(265)	2,125
Investment Income	783	2,438	(1,655)	12,500
Realized Gain (Loss)	258	0	258	0
Unrealized Gain (Loss)	8,508	1,628	6,880	0
<b>Total Income</b>	<b>143,428</b>	<b>185,159</b>	<b>(41,731)</b>	<b>805,882</b>
<b>Expense</b>				
<i>Fundraising</i>				
Internal Mailing Costs	8,016	16,501	(8,484)	45,075
Prospect Mailing Costs	21,261	19,283	1,978	54,500
Event Costs	0	0	0	500
Misc. Fundraising Costs	1,477	535	942	2,375
<b>Total Fundraising Costs</b>	<b>30,754</b>	<b>36,318</b>	<b>(5,564)</b>	<b>102,450</b>
<i>Program</i>				
Grants Program	68,447	78,663	(10,216)	48,800
Communications Program	14,582	23,602	(9,020)	284,230
<b>Total Program Costs</b>	<b>83,029</b>	<b>102,265</b>	<b>(19,236)</b>	<b>333,030</b>
<i>Other</i>				
Personnel	68,779	76,166	(7,386)	237,705
General and Administrative	36,930	35,937	993	96,610
Board Expenses	1,226	630	597	1,900
<b>Total Other Costs</b>	<b>106,936</b>	<b>112,732</b>	<b>(5,797)</b>	<b>336,215</b>
<b>Total Expense</b>	<b>220,719</b>	<b>251,316</b>	<b>(30,596)</b>	<b>771,695</b>
<b>Net Ordinary Income</b>	<b>(77,292)</b>	<b>(66,157)</b>	<b>(11,134)</b>	<b>34,187</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 27, 2010**

	<u>4/27/2010</u>	<u>YTD Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
<b>Internal Mailings</b>				
Pledges	47,787	43,126	4,661	155,341.00
Newsletter	12,423	15,715	(3,292)	56,605.00
ABC/House mailings	36,619	60,156	(23,537)	218,125.00
<b>Total Internal Mailings</b>	<u>96,828</u>	<u>118,996</u>	<u>(22,168)</u>	<u>430,071.00</u>
<b>Prospecting</b>	20,867	15,789	5,079	56,871.00
<b>Special Contributions</b>				
Bequests	0	0	0	120,000.00
Board Fundraising	0	475	(475)	2,000.00
Employer Matching Grants	39	111	(72)	400.00
Foundations	0	9,000	(9,000)	15,000.00
Major Donors	14,011	21,750	(7,739)	0.00
Unsolicited	165	11,700	(11,535)	159,265.00
Holmes Memorial Fund	75	0	75	150.00
Kurtz Memorial Fund	0	195	(195)	1,000.00
<b>Total Special Contributions</b>	<u>14,290</u>	<u>43,231</u>	<u>(28,941)</u>	<u>297,815.00</u>
<b>Special Event Income</b>				
Auction	125	0	125	0.00
Advertising	0	0	0	0.00
Corporate Sponsors	0	0	0	0.00
House Parties	1,656	2,700	(1,044)	6,000.00
In-Kind Gifts or Services	0	0	0	0.00
Individual Donors	0	0	0	0.00
Misc Income	0	0	0	0.00
Organizational Sponsors	0	0	0	0.00
Raffle	0	0	0	500.00
Ticket Sales	0	0	0	0.00
<b>Total Special Event Income</b>	<u>1,781</u>	<u>2,700</u>	<u>(919)</u>	<u>6,500.00</u>
<b>Misc. Revenue</b>				
Fiscal Sponsorship Fees	0	0	0	200.00
In Kind Goods or Services	0	0	0	0.00
NWTRCC	30	100	(70)	1,600.00
Royalties	0	0	0	75.00
T-Shirt Sales	83	278	(195)	1,000.00
T-Shirt Expenses	0	0	0	(750.00)
<b>Total Other Revenue</b>	<u>113</u>	<u>378</u>	<u>(265)</u>	<u>2,125.00</u>
<b>Investment Income</b>				
Dividends and Interest	783	2,438	(1,655)	7,500.00
Realized Gain (Loss)	258	0	258	0.00
Unrealized Gain (Loss)	8,508	1,628	6,880	5,000.00
<b>Total Investment Income</b>	<u>9,549</u>	<u>4,066</u>	<u>5,483</u>	<u>12,500</u>
<b>Total Income</b>	<u>143,428</u>	<u>185,159</u>	<u>(41,731)</u>	<u>805,882</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 27, 2010**

Expense	4/27/2010	YTD Budget	+ / - Budget	Budget FY10
<b>Internal Mailing Costs</b>				
<b>Pledge Program</b>				
Printing	1,115	768	347	2,300.00
Postage	1,435	540	895	1,675.00
Mailhouse	726	838	(112)	4,100.00
Consultant	0	0	0	0.00
<b>Total Pledge Program</b>	<u>3,276</u>	<u>2,146</u>	<u>1,130</u>	<u>8,075.00</u>
<b>ABC/House Mailings</b>				
Printing	600	3,530	(2,930)	9,500.00
Postage	1,170	2,290	(1,120)	6,000.00
Mailhouse	0	3,720	(3,720)	9,500.00
Consultant	2,970	4,815	(1,845)	12,000.00
<b>Total ABC/House Mailings</b>	<u>4,740</u>	<u>14,355</u>	<u>(9,615)</u>	<u>37,000.00</u>
<b>Total Internal Mailing Costs</b>	<u>8,016</u>	<u>16,501</u>	<u>(8,484)</u>	<u>45,075.00</u>
<b>Prospect Mailing Costs</b>				
Printing	10,176	5,744	4,432	16,000.00
Postage	9,008	7,310	1,698	16,500.00
Mailhouse	1,601	2,331	(730)	7,000.00
Consultants	200	1,640	(1,440)	8,000.00
Photos and Graphics	276	464	(188)	1,000.00
List Rentals	0	1,794	(1,794)	6,000.00
<b>Total Prospect Mailing Costs</b>	<u>21,261</u>	<u>19,283</u>	<u>1,978</u>	<u>54,500.00</u>
<b>Special Events</b>				
Advertising	0	0	0	0.00
Anniversary Events	0	0	0	0.00
Auction	0	0	0	0.00
Consultant	0	0	0	0.00
House Parties	0	0	0	500.00
Printing	0	0	0	0.00
Postage	0	0	0	0.00
Mailhouse	0	0	0	0.00
<b>Total Special Events</b>	<u>0</u>	<u>0</u>	<u>0</u>	<u>500.00</u>
<b>Misc. Fundraising Costs</b>				
Administrative Fees	18	98	(80)	300.00
Misc. Costs	306	0	306	0.00
<b>Thank You Cards</b>				
Printing	615	0	615	100.00
Postage	537	393	145	1,400.00
Purchase	0	45	(45)	75.00
<b>Total Thank You Cards</b>	<u>1,153</u>	<u>438</u>	<u>715</u>	<u>1,575.00</u>
Promo T-shirts	0	0	0	500.00
<b>Total Misc. Fundraising Costs</b>	<u>1,476</u>	<u>536</u>	<u>941</u>	<u>2,375.00</u>
<b>Communications Program</b>				
<b>Newsletter Costs</b>				
Printing	7,510	7,193	317	18,500.00
Postage	3,740	2,323	1,418	10,000.00
Mailhouse	2,380	3,690	(1,310)	8,500.00
Consultants	144	2,900	(2,756)	3,000.00
Photos and Graphics	200	120	80	300.00
<b>Total Newsletter Costs</b>	<u>13,975</u>	<u>16,225</u>	<u>(2,250)</u>	<u>40,300.00</u>
Website & Internet	608	7,377	(6,770)	8,500.00
<b>Total Communications Program</b>	<u>14,582</u>	<u>23,602</u>	<u>(9,020)</u>	<u>48,800.00</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 27, 2010**

	<b>4/27/2010</b>	<b>YTD Budget</b>	<b>+ / - Budget</b>	<b>Budget FY10</b>
<b>Grants Program</b>				
<b>Grant Allocations</b>				
General Support Grants	43,500	58,195	(14,695)	205,000.00
Multi-Year Grants	21,000	16,800	4,200	60,000.00
Emergency Grants	1,500	0	1,500	1,000.00
Technical Assistance Grants	1,500	1,900	(400)	6,000.00
NWTRCC Grants	0	200	(200)	3,000.00
Holmes Memorial Grant	0	0	0	500.00
Kurtz Memorial Grant	0	0	0	500.00
Salzman Memorial Grant	0	0	0	3,000.00
<b>Total Grant Allocations</b>	<b>67,500</b>	<b>77,095</b>	<b>(9,595)</b>	<b>279,000.00</b>
Equipment Rental	428	878	(449)	2,700.00
Library	0	0	0	30.00
Printing	132	477	(344)	1,500.00
Postage	387	214	173	1,000.00
Membership and Dues	0	0	0	0.00
<b>Total Grants Program</b>	<b>68,447</b>	<b>78,663</b>	<b>(10,216)</b>	<b>284,230.00</b>
<b>Personnel</b>				
Employee Salaries	50,952	55,801	(4,849)	171,690.00
Payroll Taxes	4,887	4,798	89	14,763.00
Pension Plan Match	2,038	2,232	(194)	6,867.00
Health Insurance	10,902	12,858	(1,956)	43,000.00
Workers Compensation	0	252	(252)	775.00
Staff Development	0	225	(225)	610.00
<b>Total Personnel</b>	<b>68,779</b>	<b>76,166</b>	<b>(7,386)</b>	<b>237,705.00</b>
<b>General and Administrative</b>				
Advertising and Outreach	275	325	(50)	2,000.00
Books & Subscriptions	3,262	1,600	1,662	1,800.00
Depreciation and Amortization	0	0	0	2,000.00
Donated Materials and Supplies	0	0	0	0.00
<b>Dues, Fees and Fines</b>				
Bank & Credit Card Fees	2,445	1,288	1,158	6,000.00
Dues	0	0	0	200.00
Finance Charges	0	77	(77)	250.00
Fines	30	0	30	0.00
Late Fees	208	14	194	300.00
<b>Total Dues, Fees and Fines</b>	<b>2,684</b>	<b>1,379</b>	<b>1,305</b>	<b>6,750.00</b>
Equipment Rental & Maintenance	666	488	179	1,500.00
Filing Fees - State	125	20	105	3,800.00
<b>Insurance</b>				
Computer	0	0	0	0.00
Director and Officers	0	572	(572)	2,300.00
Liability	1,559	488	1,072	1,500.00
Property	0	317	(317)	975.00
<b>Total Insurance</b>	<b>1,559</b>	<b>1,376</b>	<b>183</b>	<b>4,775.00</b>
Minor Office Equipment	0	0	0	1,000.00
<b>Occupancy expenses</b>				
Rent	13,800	13,590	210	42,750.00
Repairs and Maintenance	139	0	139	250.00
Utilities	473	699	(226)	3,750.00
Sub Lease (rent)	(5,700)	(5,612)	(89)	(17,640.00)
Sub Lease (utilities)	0	(294)	294	(1,500.00)
<b>Total Occupancy expenses</b>	<b>8,712</b>	<b>8,384</b>	<b>328</b>	<b>27,610.00</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 27, 2010**

	<u>3/31/2010</u>	<u>YTD Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
Printing & Copying	22	375	(353)	1,150.00
Postage, Shipping, Delivery				
US Post Office	64	244	(179)	750.00
Postage Due/BRE Costs	2,445	1,740	705	4,000.00
Total Postage, Shipping, Delivery	2,509	1,984	526	4,750.00
Professional Fees				
Accounting	11,803	12,034	(232)	22,000.00
Brokerage fees	370	854	(483)	1,900.00
Consultant	0	0	0	0.00
Temporary Help	2,695	2,575	120	2,575.00
Total Professional Fees	14,868	15,463	(595)	26,475.00
Supplies	1,444	1,146	299	3,500.00
Telephone	615	887	(272)	2,750.00
Travel & Meeting Expenses				
Conference & Meeting Fees	82	90	(8)	100.00
Meals & Food	0	90	(90)	350.00
Travel	107	1,800	(1,693)	6,300.00
Total Travel & Meeting Expenses	189	1,980	(1,791)	6,750.00
Total General and Administrative	36,930	35,405	1,525	96,610.00
Taxes	0	0	0	0.00
Board Expense				
Printing	0	0	0	0.00
Postage	4	14	(9)	50.00
Travel	781	460	321	1,350.00
Food	442	157	285	500.00
Total Board Expense	1,226	630	597	1,900.00
Total Expense	220,719	250,784	(30,065)	771,695.00
Net Ordinary Income	(77,291)	(65,625)	(11,666)	34,187



## Analytical Reports - Comparison Report by Gift Code

Campaign	Period 1 Jan 2009 through Dec 2009			Period 2 Jan 2008 through Dec 2008			% Change		
	Donors	Total	Average	Donors	Total	Average	Donors	Total	Average
ABC House Mailing	2106	\$192,250.92	\$76.32	2112	\$199,596.72	\$75.52	-0%	-4%	1%
Estate	3	\$51,227.45	\$12,806.86	1	\$35,558.88	\$35,558.88	200%	44%	-64%
Event	112	\$17,389.00	\$146.13	0	\$0.00		0%		
Newsletter	638	\$53,245.32	\$65.09	664	\$42,370.28	\$48.93	-4%	26%	33%
None	65	\$195,553.97	\$2,384.80	120	\$189,637.99	\$1,384.22	-46%	3%	72%
Pledge	543	\$137,592.58	\$59.44	523	\$141,263.08	\$66.20	4%	-3%	-10%
Prospect	1313	\$47,612.35	\$35.99	1603	\$61,679.92	\$37.84	-18%	-23%	-5%
	4437	\$694,871.59	\$96.78	4534	\$670,106.87	\$90.42	-2%	4%	7%

Campaign	Period 1 Jan 2010 through Apr 2010			Period 2 Jan 2009 through Apr 2009			% Change		
	Donors	Total	Average	Donors	Total	Average	Donors	Total	Average
ABC House Mailing	713	\$37,917.68	\$52.16	554	\$32,084.44	\$55.61	29%	18%	-6%
Estate	0	\$0.00		2	\$23,560.20	\$11,780.10	-100%	-100%	
Event	11	\$1,650.00	\$150.00	0	\$0.00		0%		
Major Donor	9	\$16,100.00	\$1,788.89	0	\$0.00		0%		
Newsletter	210	\$9,495.78	\$42.02	203	\$12,491.57	\$59.48	3%	-24%	-29%
None	3	\$184.00	\$36.80	34	\$40,920.24	\$1,076.85	-91%	-100%	-97%
Pledge	335	\$45,931.00	\$59.04	329	\$43,725.00	\$62.82	2%	5%	-6%
Prospect	595	\$19,683.23	\$32.75	396	\$11,905.30	\$29.76	50%	65%	10%
	1836	\$130,961.69	\$55.56	1494	\$164,686.75	\$85.64	23%	-20%	-35%



**RESIST, INC.**  
**Balance Sheet**  
 As of April 27, 2010

	<u>4/27/2010</u>	<u>4/27/2009</u>
<b>ASSETS</b>		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	57,277	109,964
Petty cash	50	50
Total Checking/Savings	<u>57,327</u>	<u>110,014</u>
Other Current Assets		
Investments	454,033	412,446
Inventory T-shirts	2,153	4,820
Prepaid expenses	10,710	9,885
Total Other Current Assets	<u>466,896</u>	<u>427,151</u>
Total Current Assets	<u>524,222</u>	<u>537,165</u>
Fixed Assets		
Leasehold Improvements	15,065	15,065
Accum Depr Leasehold Imp	(14,598)	(14,037)
Furniture, Fixtures & Equip	18,676	18,676
Accumulated Depr Furn/Fixtures	<u>(17,737)</u>	<u>(17,264)</u>
Total Fixed Assets	<u>1,406</u>	<u>2,439</u>
Other Assets		
Deposits	2,230	2,230
Total Other Assets	<u>2,230</u>	<u>2,230</u>
<b>TOTAL ASSETS</b>	<u><u>527,858</u></u>	<u><u>541,834</u></u>
<b>LIABILITIES &amp; EQUITY</b>		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts Payable	(74)	966
Grants Payable	54,000	72,000
Total Accounts Payable	<u>53,926</u>	<u>72,966</u>
Credit Cards		
Wainwright - Credit Card	237	667
Total Credit Cards	<u>237</u>	<u>667</u>
Other Current Liabilities		
Accrued Payroll and Taxes	5,525	6,023
Payroll Liabilities	3,239	3,175
Security Deposits Held	1,750	1,750
Total Other Current Liabilities	<u>10,514</u>	<u>10,948</u>
Total Current Liabilities	<u>64,677</u>	<u>84,581</u>
Total Liabilities	<u>64,677</u>	<u>84,581</u>
Equity		
Fund Balance - General	540,473	540,254
Net Income	(77,292)	(83,001)
Total Equity	<u>463,181</u>	<u>457,253</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>527,858</u></u>	<u><u>541,834</u></u>



**RESIST, INC.**  
**Profit & Loss Budget vs. Actual**  
 January 1 through April 27, 2010

	<u>4/27/2010</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
Internal Mailings	96,828	118,996	(22,168)	430,071
Prospecting	20,867	15,789	5,079	56,872
Special Contributions	14,290	43,231	(28,941)	297,814
Special Event Income	1,781	2,700	(919)	6,500
Misc. Revenue	113	378	(265)	2,125
Investment Income	783	2,438	(1,655)	12,500
Realized Gain (Loss)	258	0	258	0
Unrealized Gain (Loss)	8,508	1,628	6,880	0
<b>Total Income</b>	<b>143,428</b>	<b>185,159</b>	<b>(41,731)</b>	<b>805,882</b>
<b>Expense</b>				
<i>Fundraising</i>				
Internal Mailing Costs	8,016	16,501	(8,484)	45,075
Prospect Mailing Costs	21,261	19,283	1,978	54,500
Event Costs	0	0	0	500
Misc. Fundraising Costs	1,477	535	942	2,375
<b>Total Fundraising Costs</b>	<b>30,754</b>	<b>36,318</b>	<b>(5,564)</b>	<b>102,450</b>
<i>Program</i>				
Grants Program	68,447	78,663	(10,216)	48,800
Communications Program	14,582	23,602	(9,020)	284,230
<b>Total Program Costs</b>	<b>83,029</b>	<b>102,265</b>	<b>(19,236)</b>	<b>333,030</b>
<i>Other</i>				
Personnel	68,779	76,166	(7,386)	237,705
General and Administrative	36,930	35,937	993	96,610
Board Expenses	1,226	630	597	1,900
<b>Total Other Costs</b>	<b>106,936</b>	<b>112,732</b>	<b>(5,797)</b>	<b>336,215</b>
<b>Total Expense</b>	<b>220,719</b>	<b>251,316</b>	<b>(30,596)</b>	<b>771,695</b>
<b>Net Ordinary Income</b>	<b>(77,292)</b>	<b>(66,157)</b>	<b>(11,134)</b>	<b>34,187</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 27, 2010**

	<u>4/27/2010</u>	<u>YTD Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
<b>Internal Mailings</b>				
Pledges	47,787	43,126	4,661	155,341.00
Newsletter	12,423	15,715	(3,292)	56,605.00
ABC/House mailings	36,619	60,156	(23,537)	218,125.00
<b>Total Internal Mailings</b>	<u>96,828</u>	<u>118,996</u>	<u>(22,168)</u>	<u>430,071.00</u>
<b>Prospecting</b>	20,867	15,789	5,079	56,871.00
<b>Special Contributions</b>				
Bequests	0	0	0	120,000.00
Board Fundraising	0	475	(475)	2,000.00
Employer Matching Grants	39	111	(72)	400.00
Foundations	0	9,000	(9,000)	15,000.00
Major Donors	14,011	21,750	(7,739)	0.00
Unsolicited	165	11,700	(11,535)	159,265.00
Holmes Memorial Fund	75	0	75	150.00
Kurtz Memorial Fund	0	195	(195)	1,000.00
<b>Total Special Contributions</b>	<u>14,290</u>	<u>43,231</u>	<u>(28,941)</u>	<u>297,815.00</u>
<b>Special Event Income</b>				
Auction	125	0	125	0.00
Advertising	0	0	0	0.00
Corporate Sponsors	0	0	0	0.00
House Parties	1,656	2,700	(1,044)	6,000.00
In-Kind Gifts or Services	0	0	0	0.00
Individual Donors	0	0	0	0.00
Misc Income	0	0	0	0.00
Organizational Sponsors	0	0	0	0.00
Raffle	0	0	0	500.00
Ticket Sales	0	0	0	0.00
<b>Total Special Event Income</b>	<u>1,781</u>	<u>2,700</u>	<u>(919)</u>	<u>6,500.00</u>
<b>Misc. Revenue</b>				
Fiscal Sponsorship Fees	0	0	0	200.00
In Kind Goods or Services	0	0	0	0.00
NWTRCC	30	100	(70)	1,600.00
Royalties	0	0	0	75.00
T-Shirt Sales	83	278	(195)	1,000.00
T-Shirt Expenses	0	0	0	(750.00)
<b>Total Other Revenue</b>	<u>113</u>	<u>378</u>	<u>(265)</u>	<u>2,125.00</u>
<b>Investment Income</b>				
Dividends and Interest	783	2,438	(1,655)	7,500.00
Realized Gain (Loss)	258	0	258	0.00
Unrealized Gain (Loss)	8,508	1,628	6,880	5,000.00
<b>Total Investment Income</b>	<u>9,549</u>	<u>4,066</u>	<u>5,483</u>	<u>12,500</u>
<b>Total Income</b>	<u>143,428</u>	<u>185,159</u>	<u>(41,731)</u>	<u>805,882</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 27, 2010**

Expense	4/27/2010	YTD Budget	+ / - Budget	Budget FY10
<b>Internal Mailing Costs</b>				
<b>Pledge Program</b>				
Printing	1,115	768	347	2,300.00
Postage	1,435	540	895	1,675.00
Mailhouse	726	838	(112)	4,100.00
Consultant	0	0	0	0.00
<b>Total Pledge Program</b>	<u>3,276</u>	<u>2,146</u>	<u>1,130</u>	<u>8,075.00</u>
<b>ABC/House Mailings</b>				
Printing	600	3,530	(2,930)	9,500.00
Postage	1,170	2,290	(1,120)	6,000.00
Mailhouse	0	3,720	(3,720)	9,500.00
Consultant	2,970	4,815	(1,845)	12,000.00
<b>Total ABC/House Mailings</b>	<u>4,740</u>	<u>14,355</u>	<u>(9,615)</u>	<u>37,000.00</u>
<b>Total Internal Mailing Costs</b>	<u>8,016</u>	<u>16,501</u>	<u>(8,484)</u>	<u>45,075.00</u>
<b>Prospect Mailing Costs</b>				
Printing	10,176	5,744	4,432	16,000.00
Postage	9,008	7,310	1,698	16,500.00
Mailhouse	1,601	2,331	(730)	7,000.00
Consultants	200	1,640	(1,440)	8,000.00
Photos and Graphics	276	464	(188)	1,000.00
List Rentals	0	1,794	(1,794)	6,000.00
<b>Total Prospect Mailing Costs</b>	<u>21,261</u>	<u>19,283</u>	<u>1,978</u>	<u>54,500.00</u>
<b>Special Events</b>				
Advertising	0	0	0	0.00
Anniversary Events	0	0	0	0.00
Auction	0	0	0	0.00
Consultant	0	0	0	0.00
House Parties	0	0	0	500.00
Printing	0	0	0	0.00
Postage	0	0	0	0.00
Mailhouse	0	0	0	0.00
<b>Total Special Events</b>	<u>0</u>	<u>0</u>	<u>0</u>	<u>500.00</u>
<b>Misc. Fundraising Costs</b>				
Administrative Fees	18	98	(80)	300.00
Misc. Costs	306	0	306	0.00
<b>Thank You Cards</b>				
Printing	615	0	615	100.00
Postage	537	393	145	1,400.00
Purchase	0	45	(45)	75.00
<b>Total Thank You Cards</b>	<u>1,153</u>	<u>438</u>	<u>715</u>	<u>1,575.00</u>
Promo T-shirts	0	0	0	500.00
<b>Total Misc. Fundraising Costs</b>	<u>1,476</u>	<u>536</u>	<u>941</u>	<u>2,375.00</u>
<b>Communications Program</b>				
<b>Newsletter Costs</b>				
Printing	7,510	7,193	317	18,500.00
Postage	3,740	2,323	1,418	10,000.00
Mailhouse	2,380	3,690	(1,310)	8,500.00
Consultants	144	2,900	(2,756)	3,000.00
Photos and Graphics	200	120	80	300.00
<b>Total Newsletter Costs</b>	<u>13,975</u>	<u>16,225</u>	<u>(2,250)</u>	<u>40,300.00</u>
Website & Internet	608	7,377	(6,770)	8,500.00
<b>Total Communications Program</b>	<u>14,582</u>	<u>23,602</u>	<u>(9,020)</u>	<u>48,800.00</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 27, 2010**

	<u>4/27/2010</u>	<u>YTD Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Grants Program</b>				
<b>Grant Allocations</b>				
General Support Grants	43,500	58,195	(14,695)	205,000.00
Multi-Year Grants	21,000	16,800	4,200	60,000.00
Emergency Grants	1,500	0	1,500	1,000.00
Technical Assistance Grants	1,500	1,900	(400)	6,000.00
NWTRCC Grants	0	200	(200)	3,000.00
Holmes Memorial Grant	0	0	0	500.00
Kurtz Memorial Grant	0	0	0	500.00
Salzman Memorial Grant	0	0	0	3,000.00
<b>Total Grant Allocations</b>	<u>67,500</u>	<u>77,095</u>	<u>(9,595)</u>	<u>279,000.00</u>
Equipment Rental	428	878	(449)	2,700.00
Library	0	0	0	30.00
Printing	132	477	(344)	1,500.00
Postage	387	214	173	1,000.00
Membership and Dues	0	0	0	0.00
<b>Total Grants Program</b>	<u>68,447</u>	<u>78,663</u>	<u>(10,216)</u>	<u>284,230.00</u>
<b>Personnel</b>				
Employee Salaries	50,952	55,801	(4,849)	171,690.00
Payroll Taxes	4,887	4,798	89	14,763.00
Pension Plan Match	2,038	2,232	(194)	6,867.00
Health Insurance	10,902	12,858	(1,956)	43,000.00
Workers Compensation	0	252	(252)	775.00
Staff Development	0	225	(225)	610.00
<b>Total Personnel</b>	<u>68,779</u>	<u>76,166</u>	<u>(7,386)</u>	<u>237,705.00</u>
<b>General and Administrative</b>				
Advertising and Outreach	275	325	(50)	2,000.00
Books & Subscriptions	3,262	1,600	1,662	1,800.00
Depreciation and Amortization	0	0	0	2,000.00
Donated Materials and Supplies	0	0	0	0.00
<b>Dues, Fees and Fines</b>				
Bank & Credit Card Fees	2,445	1,288	1,158	6,000.00
Dues	0	0	0	200.00
Finance Charges	0	77	(77)	250.00
Fines	30	0	30	0.00
Late Fees	208	14	194	300.00
<b>Total Dues, Fees and Fines</b>	<u>2,684</u>	<u>1,379</u>	<u>1,305</u>	<u>6,750.00</u>
Equipment Rental & Maintenance	666	488	179	1,500.00
Filing Fees - State	125	20	105	3,800.00
<b>Insurance</b>				
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Director and Officers	0	572	(572)	2,300.00
Liability	1,559	488	1,072	1,500.00
Property	0	317	(317)	975.00
<b>Total Insurance</b>	<u>1,559</u>	<u>1,376</u>	<u>183</u>	<u>4,775.00</u>
Minor Office Equipment	0	0	0	1,000.00
<b>Occupancy expenses</b>				
Rent	13,800	13,590	210	42,750.00
Repairs and Maintenance	139	0	139	250.00
Utilities	473	699	(226)	3,750.00
Sub Lease (rent)	(5,700)	(5,612)	(89)	(17,640.00)
Sub Lease (utilities)	0	(294)	294	(1,500.00)
<b>Total Occupancy expenses</b>	<u>8,712</u>	<u>8,384</u>	<u>328</u>	<u>27,610.00</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of April 27, 2010**

	<u>3/31/2010</u>	<u>YTD Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
Printing & Copying	22	375	(353)	1,150.00
Postage, Shipping, Delivery				
US Post Office	64	244	(179)	750.00
Postage Due/BRE Costs	2,445	1,740	705	4,000.00
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Accounting	11,803	12,034	(232)	22,000.00
Brokerage fees	370	854	(483)	1,900.00
Consultant	0	0	0	0.00
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Telephone	615	887	(272)	2,750.00
Travel & Meeting Expenses				
Conference & Meeting Fees	82	90	(8)	100.00
Meals & Food	0	90	(90)	350.00
Travel	107	1,800	(1,693)	6,300.00
Total Travel & Meeting Expenses	189	1,980	(1,791)	6,750.00
Total General and Administrative	36,930	35,405	1,525	96,610.00
Taxes	0	0	0	0.00
Board Expense				
Printing	0	0	0	0.00
Postage	4	14	(9)	50.00
Travel	781	460	321	1,350.00
Food	442	157	285	500.00
Total Board Expense	1,226	630	597	1,900.00
Total Expense	220,719	250,784	(30,065)	771,695.00
Net Ordinary Income	(77,291)	(65,625)	(11,666)	34,187



**RESIST, INC.**  
**Balance Sheet**  
As of March 31, 2010

	<u>3/31/2010</u>	<u>3/31/2009</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
Checking/Savings		
Wainwright Bank Checking	91,006	149,048
Petty cash	50	50
<b>Total Checking/Savings</b>	<u>91,056</u>	<u>149,098</u>
<b>Other Current Assets</b>		
Investments	454,033	412,446
Inventory T-shirts	2,153	4,820
Prepaid expenses	10,110	9,885
<b>Total Other Current Assets</b>	<u>466,296</u>	<u>427,151</u>
<b>Total Current Assets</b>	<u>557,352</u>	<u>576,249</u>
<b>Fixed Assets</b>		
Leasehold Improvements	15,065	15,065
Accum Depr Leasehold Imp	(14,598)	(14,037)
Furniture, Fixtures & Equip	18,676	18,676
Accumulated Depr Furn/Fixtures	(17,737)	(17,264)
<b>Total Fixed Assets</b>	<u>1,405</u>	<u>2,439</u>
<b>Other Assets</b>		
Deposits	2,230	2,230
<b>Total Other Assets</b>	<u>2,230</u>	<u>2,230</u>
<b>TOTAL ASSETS</b>	<u><u>560,987</u></u>	<u><u>580,918</u></u>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Accounts Payable		
Accounts Payable	6,858	3,751
Grants Payable	54,000	72,000
<b>Total Accounts Payable</b>	<u>60,858</u>	<u>75,751</u>
<b>Credit Cards</b>		
Wainwright - Credit Card	657	778
<b>Total Credit Cards</b>	<u>657</u>	<u>778</u>
<b>Other Current Liabilities</b>		
Accrued Payroll and Taxes	6,128	7,065
Payroll Liabilities	3,239	3,367
Security Deposits Held	1,750	1,750
<b>Total Other Current Liabilities</b>	<u>11,117</u>	<u>12,182</u>
<b>Total Current Liabilities</b>	<u>72,632</u>	<u>88,711</u>
<b>Total Liabilities</b>	<u>72,632</u>	<u>88,711</u>
<b>Equity</b>		
Fund Balance - General	540,473	540,254
Net Income	(52,117)	(48,046)
<b>Total Equity</b>	<u>488,356</u>	<u>492,208</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>560,988</u></u>	<u><u>580,919</u></u>



**RESIST, INC.**  
**Profit & Loss Budget vs. Actual**  
January 1 through March 31, 2010

	<u>3/31/2010</u>	<u>Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
Internal Mailings	67,383	86,308	(18,925)	430,071
Prospecting	13,299	11,942	1,357	56,872
Special Contributions	12,290	24,484	(12,194)	297,814
Special Event Income	125	0	125	6,500
Misc. Revenue	56	310	(254)	2,125
Investment Income	783	1,875	(1,092)	12,500
Realized Gain (Loss)	258	0	258	0
Unrealized Gain (Loss)	8,508	1,250	7,258	0
<b>Total Income</b>	<b>102,702</b>	<b>126,169</b>	<b>(23,467)</b>	<b>805,882</b>
<b>Expense</b>				
<i>Fundraising</i>				
Internal Mailing Costs	7,669	9,352	(1,683)	45,075
Prospect Mailing Costs	21,261	15,210	6,051	54,500
Event Costs	0	0	0	500
Misc. Fundraising Costs	1,465	400	1,065	2,375
<b>Total Fundraising Costs</b>	<b>30,395</b>	<b>24,962</b>	<b>5,433</b>	<b>102,450</b>
<i>Program</i>				
Grants Program	30,211	34,185	(3,974)	48,800
Communications Program	11,348	19,184	(7,836)	284,230
<b>Total Program Costs</b>	<b>41,559</b>	<b>53,369</b>	<b>(11,810)</b>	<b>333,030</b>
<i>Other</i>				
Personnel	49,887	58,035	(8,148)	237,705
General and Administrative	32,594	26,587	( 6,007)	96,610
Board Expenses	384	320	64	1,900
<b>Total Other Costs</b>	<b>82,865</b>	<b>84,942</b>	<b>(2,077)</b>	<b>336,215</b>
<b>Total Expense</b>	<b>154,819</b>	<b>163,273</b>	<b>(8,454)</b>	<b>771,695</b>
<b>Net Ordinary Income</b>	<b>(52,117)</b>	<b>(37,104)</b>	<b>(15,013)</b>	<b>34,187</b>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of March 31, 2010**

	<u>3/31/2010</u>	<u>YTD Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Income</b>				
<b>Internal Mailings</b>				
Pledges	34,714	32,619	2,095	155,341.00
Newsletter	10,379	11,886	(1,507)	56,605.00
ABC/House mailings	22,290	41,803	(19,513)	218,125.00
<b>Total Internal Mailings</b>	<u>67,383</u>	<u>86,308</u>	<u>(18,925)</u>	<u>430,071.00</u>
<b>Prospecting</b>	13,299	11,942	1,357	56,871.00
<b>Special Contributions</b>				
Bequests	0	0	0	120,000.00
Board Fundraising	0	250	(250)	2,000.00
Employer Matching Grants	39	84	(45)	400.00
Foundations	0	0	0	15,000.00
Major Donors	12,011	15,000	(2,989)	0.00
Unsolicited	165	9,000	(8,835)	159,265.00
Holmes Memorial Fund	75	0	75	150.00
Kurtz Memorial Fund	0	150	(150)	1,000.00
<b>Total Special Contributions</b>	<u>12,290</u>	<u>24,484</u>	<u>(12,194)</u>	<u>297,815.00</u>
<b>Special Event Income</b>				
Auction	125	0	125	0.00
Advertising	0	0	0	0.00
Corporate Sponsors	0	0	0	0.00
House Parties	0	0	0	6,000.00
In-Kind Gifts or Services	0	0	0	0.00
Individual Donors	0	0	0	0.00
Misc Income	0	0	0	0.00
Organizational Sponsors	0	0	0	0.00
Raffle	0	0	0	500.00
Ticket Sales	0	0	0	0.00
<b>Total Special Event Income</b>	<u>125</u>	<u>0</u>	<u>125</u>	<u>6,500.00</u>
<b>Misc. Revenue</b>				
Fiscal Sponsorship Fees	0	0	0	200.00
In Kind Goods or Services	0	0	0	0.00
NWTRCC	30	100	(70)	1,600.00
Royalties	0	0	0	75.00
T-Shirt Sales	26	210	(184)	1,000.00
T-Shirt Expenses	0	0	0	(750.00)
<b>Total Other Revenue</b>	<u>56</u>	<u>310</u>	<u>(254)</u>	<u>2,125.00</u>
<b>Investment Income</b>				
Dividends and Interest	783	1,875	(1,092)	7,500.00
Realized Gain (Loss)	258	0	258	0.00
Unrealized Gain (Loss)	8,508	1,250	7,258	5,000.00
<b>Total Investment Income</b>	<u>9,549</u>	<u>3,125</u>	<u>6,424</u>	<u>12,500</u>
<b>Total Income</b>	<u>102,702</u>	<u>126,169</u>	<u>(23,467)</u>	<u>805,882</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of March 31, 2010**

Expense	3/31/2010	YTD Budget	+ / - Budget	Budget FY10
<b>Internal Mailing Costs</b>				
<b>Pledge Program</b>				
Printing	1,115	354	761	2,300.00
Postage	1,308	258	1,050	1,675.00
Mailhouse	506	640	(134)	4,100.00
Consultant	0	0	0	0.00
<b>Total Pledge Program</b>	<u>2,929</u>	<u>1,252</u>	<u>1,677</u>	<u>8,075.00</u>
<b>ABC/House Mailings</b>				
Printing	600	2,000	(1,400)	9,500.00
Postage	1,170	1,300	(130)	6,000.00
Mailhouse	0	2,100	(2,100)	9,500.00
Consultant	2,970	2,700	270	12,000.00
<b>Total ABC/House Mailings</b>	<u>4,740</u>	<u>8,100</u>	<u>(3,360)</u>	<u>37,000.00</u>
<b>Total Internal Mailing Costs</b>	<u>7,669</u>	<u>9,352</u>	<u>(1,683)</u>	<u>45,075.00</u>
<b>Prospect Mailing Costs</b>				
Printing	10,176	4,160	6,016	16,000.00
Postage	9,008	6,270	2,738	16,500.00
Mailhouse	1,601	1,890	(289)	7,000.00
Consultants	200	1,280	(1,080)	8,000.00
Photos and Graphics	276	410	(134)	1,000.00
List Rentals	0	1,200	(1,200)	6,000.00
<b>Total Prospect Mailing Costs</b>	<u>21,261</u>	<u>15,210</u>	<u>6,051</u>	<u>54,500.00</u>
<b>Special Events</b>				
Advertising	0	0	0	0.00
Anniversary Events	0	0	0	0.00
Auction	0	0	0	0.00
Consultant	0	0	0	0.00
House Parties	0	0	0	500.00
Printing	0	0	0	0.00
Postage	0	0	0	0.00
Mailhouse	0	0	0	0.00
<b>Total Special Events</b>	<u>0</u>	<u>0</u>	<u>0</u>	<u>500.00</u>
<b>Misc. Fundraising Costs</b>				
Administrative Fees	18	75	(57)	300.00
Misc. Costs	306	0	306	0.00
<b>Thank You Cards</b>				
Printing	615	0	615	100.00
Postage	526	325	201	1,400.00
Purchase	0	0	0	75.00
<b>Total Thank You Cards</b>	<u>1,141</u>	<u>325</u>	<u>816</u>	<u>1,575.00</u>
Promo T-shirts	0	0	0	500.00
<b>Total Misc. Fundraising Costs</b>	<u>1,465</u>	<u>400</u>	<u>1,065</u>	<u>2,375.00</u>
<b>Communications Program</b>				
<b>Newsletter Costs</b>				
Printing	7,510	7,040	470	18,500.00
Postage	1,863	2,300	(437)	10,000.00
Mailhouse	1,190	2,605	(1,415)	8,500.00
Consultants	135	2,000	(1,865)	3,000.00
Photos and Graphics	200	120	80	300.00
<b>Total Newsletter Costs</b>	<u>10,898</u>	<u>14,065</u>	<u>(3,167)</u>	<u>40,300.00</u>
Website & Internet	450	5,119	(4,669)	8,500.00
<b>Total Communications Program</b>	<u>11,348</u>	<u>19,184</u>	<u>(7,836)</u>	<u>48,800.00</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of March 31, 2010**

	<u>3/31/2010</u>	<u>YTD Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
<b>Grants Program</b>				
<b>Grant Allocations</b>				
General Support Grants	20,000	25,750	(5,750)	205,000.00
Multi-Year Grants	9,000	6,000	3,000	60,000.00
Emergency Grants	500	0	500	1,000.00
Technical Assistance Grants	0	1,000	(1,000)	6,000.00
NWTRCC Grants	0	200	(200)	3,000.00
Holmes Memorial Grant	0	0	0	500.00
Kurtz Memorial Grant	0	0	0	500.00
Salzman Memorial Grant	0	0	0	3,000.00
<b>Total Grant Allocations</b>	<u>29,500</u>	<u>32,950</u>	<u>(3,450)</u>	<u>279,000.00</u>
Equipment Rental	428	675	(247)	2,700.00
Library	0	0	0	30.00
Printing	132	400	(268)	1,500.00
Postage	151	160	(9)	1,000.00
Membership and Dues	0	0	0	0.00
<b>Total Grants Program</b>	<u>30,211</u>	<u>34,185</u>	<u>(3,974)</u>	<u>284,230.00</u>
<b>Personnel</b>				
Employee Salaries	37,745	42,924	(5,179)	171,690.00
Payroll Taxes	3,684	3,691	(7)	14,763.00
Pension Plan Match	1,510	1,717	(207)	6,867.00
Health Insurance	6,948	9,510	(2,562)	43,000.00
Workers Compensation	0	193	(193)	775.00
Staff Development	0	0	0	610.00
<b>Total Personnel</b>	<u>49,887</u>	<u>58,035</u>	<u>(8,148)</u>	<u>237,705.00</u>
<b>General and Administrative</b>				
Advertising and Outreach	125	100	25	2,000.00
Books & Subscriptions	3,262	1,600	1,662	1,800.00
Depreciation and Amortization	0	0	0	2,000.00
Donated Materials and Supplies	0	0	0	0.00
<b>Dues, Fees and Fines</b>				
Bank & Credit Card Fees	2,445	950	1,495	6,000.00
Dues	0	0	0	200.00
Finance Charges	0	70	(70)	250.00
Fines	0	0	0	0.00
Late Fees	208	0	208	300.00
<b>Total Dues, Fees and Fines</b>	<u>2,653</u>	<u>1,020</u>	<u>1,633</u>	<u>6,750.00</u>
Equipment Rental & Maintenance	447	375	72	1,500.00
Filing Fees - State	125	20	105	3,800.00
<b>Insurance</b>				
Computer	0	0	0	0.00
Director and Officers	0	572	(572)	2,300.00
Liability	1,559	375	1,184	1,500.00
Property	0	244	(244)	975.00
<b>Total Insurance</b>	<u>1,559</u>	<u>1,191</u>	<u>368</u>	<u>4,775.00</u>
Minor Office Equipment	0	0	0	1,000.00
<b>Occupancy expenses</b>				
Rent	10,350	10,350	0	42,750.00
Repairs and Maintenance	139	0	139	250.00
Utilities	473	564	(91)	3,750.00
Sub Lease (rent)	(4,275)	(4,275)	0	(17,640.00)
Sub Lease (utilities)	0	(240)	240	(1,500.00)
<b>Total Occupancy expenses</b>	<u>6,687</u>	<u>6,399</u>	<u>288</u>	<u>27,610.00</u>



**RESIST, Inc.**  
**Profit and Loss: Budget to Actual**  
**As of March 31, 2010**

	<u>3/31/2010</u>	<u>YTD Budget</u>	<u>+ / - Budget</u>	<u>Budget FY10</u>
Printing & Copying	19	285	(266)	1,150.00
Postage, Shipping, Delivery				
US Post Office	64	188	(124)	750.00
Postage Due/BRE Costs	1,270	1,200	70	4,000.00
Total Postage, Shipping, Delivery	1,334	1,388	(54)	4,750.00
Professional Fees				
Accounting	11,803	9,460	2,343	22,000.00
Brokerage fees	370	615	(245)	1,900.00
Consultant	0	0	0	0.00
Temporary Help	2,445	2,575	(130)	2,575.00
Total Professional Fees	14,618	12,650	1,968	26,475.00
Supplies	1,150	880	270	3,500.00
Telephone	615	680	(65)	2,750.00
Travel & Meeting Expenses				
Conference & Meeting Fees	0	0	0	100.00
Meals & Food	0	0	0	350.00
Travel	0	0	0	6,300.00
Total Travel & Meeting Expenses	0	0	0	6,750.00
Total General and Administrative	32,594	26,588	6,006	96,610.00
Taxes	0	0	0	0.00
Board Expense				
Printing	0	0	0	0.00
Postage	4	0	4	50.00
Travel	336	240	96	1,350.00
Food	44	80	(36)	500.00
Total Board Expense	384	320	64	1,900.00
Total Expense	154,820	163,274	(8,454)	771,695.00
Net Ordinary Income	(52,118)	(37,105)	(15,013)	34,187



Present: Malika, Jen, Diana, Kay (by phone)

Agenda: Direct mail, Major Donor Campaign, House Party, Planned Giving, E-Fundraising

### 1) Direct Mail

This year's mailings just starting to come in. # of donors remained consistent, but amount went down. But rate of return still healthy by industry standards. (9% is standard and we have almost 10%).

### 2) Major Donor

Cultivation of new donors: M wants to start focusing on this in the summer. Some ideas:

- 1) ask Board members to send a letter to their friends (we prepare the template.)  
Brainstorm with the board: who is out there who would be interested in RESIST and in possibly becoming a MD.
- 2) send appeals/annual reports/newsletters, etc. to people we know who are MD to other orgs. Make personalized, "matchmaking" sort of outreach. If they make a small donation, that gives permission to call, get to know, etc.
- 3) are colleagues willing to share their MD lists? No, not their lists, but could ethically discuss matchmaking prospects
- 4) check annual reports

Jen - MD campaign - just cut to the ask. Background too time-consuming. If people want the info, it's there.

Diana - Evening does not seem to be a good time to call.

Kay - best maybe to try Sunday afternoon. People are happiest on the weekends.

Diana -- We should know more about significant or unusual donors (like Berta Langston who made a \$6000 gift after a \$40 one. Who introduced her to Resist? If we see unusual patterns, research the donor first.

Kay -- When someone makes a significant leap, it's a red flag.

Jen - Remind other folks on MD committee that they should call every couple days. I left my cell number if they want to get back to me but also said I'd be calling again in a few days.

Diana -- We have to remember that we're learning a lot about our donors, establishing relationships.



### 3) House Party

April 18th. Mostly Paul's friends. We should reach out to Merry Tucker. In December, Malika met with Founders and urged them to bring their friends. A couple of grantees. Camilo will make the pitch. Miabi and Becca and Melissa also involved. It's great.

### 4) Planned Giving

We're waiting...boxes are in newsletter and mailings.

### 5) E-fundraising.

Malika and Christy are sending out 4 email blasts. Kay's webinar said young people are generous but fickle. How to keep them involved?

Jen -- We should make a presentation to Resource Generation to find out if there are young people who might be interested in what Resist does. Again, matchmaking.



**Grant Committee  
Minutes  
5/13/10**

Present: Camilo, Yafreisy, Carmen, Miabi, Robin

**1. Weeding**

At this moment we have 49 groups in the grant cycle. This is a total request of \$147,000. The allocation for this cycle is approximately \$60,000. There are 17 groups proposed for weeding (*see attached*).

**2. On-Line Trainings**

**3. Board Training/Reminders about Grant Program Standards**

Mentors

Update on Committee suggestion that the mentor process be revived

Trainings/Presentations

Short e-mail blurbs on aspects of grantmaking: create list and prioritize.

- organizing vs. service
- geographic demographics
- accessibility grants
- white ally groups
- faith-based groups
- peace and justice centers/center-based organizations
- reproductive rights/abortion positions
- lobbying/legislative groups
- media/arts, including publications and events
- budget analysis
- seed money

Carmen will be the point person on this.

**4. New Grant Initiative**

Potential receipt of \$100,000 for additional grantmaking

**5. Robin's Leave**

Discuss coverage and issues for August and October cycles.

**6. Set Next Meeting**

Thursday, July 15<sup>th</sup> from 1-2.

**Parking Lot**

1. Look at Giving Patterns: Geography, Category, Outreach (including via internet)
2. Increasing the grant award
  - financial costs, staff impact, grantee impact
  - plan a process and bring suggestions to the Board
  - plan joint committee meetings



**June 2010  
Grant Committee  
Screening List**

**1. Allegheny Defense Project**

117 West Wood Lane, Kane, PA 16735 Cathy Pedler 814/454-7523 [www.alleghenydefense.org](http://www.alleghenydefense.org)  
to defend the forests of the Allegheny plateau from commercial logging, oil and gas drilling and other extractive industries.

Decision: No

Reason: Single issue. Have 1,000 "supporters" - unclear how active or how much of a role they play. 6 Board members and no active volunteers. All white. Very reliant on a single grant which has been cut in half. Budget is very ambitious. Have \$23,000 in assets.

**2. Arts for Action**

4225 Saviers Road, #2, Oxnard, CA 93033 Michael Shuman 805/487-8984 [www.arts4action.wordpress.com](http://www.arts4action.wordpress.com)  
to engage local youth in economic, environmental and social justice projects impacting their communities.

Decision: No

Reason: Recent work is community service mural projects for youth on probation. Major campaign is to address Oxnard's Graffiti Abatement Policy. Should be able to receive mainstream funding for this work.

**3. Filipinas for Rights and Empowerment**

40-21 69th Street, Woodside, NY 11377 Sara Jimenez 646/934-5161 [www.firenyc.org](http://www.firenyc.org)  
for a woman's organization dedicated to global and local Filipina and Filipina American issues.

Decision: No

Reason: Part of GABRIELA Network. Founded three years ago. Unclear where organizing comes in. Work includes trips to the Philippines, a Mother's Day event, and MUSE (an art workshop- including literary and writing programs, theater arts and storytelling). Not clear how membership makes decisions. Answers to parts of #11 do not speak to collaborations or positions.

**4. Idaho Women's Network**

P.O. Box 1385, Boise, ID 83701 Donna Wade 208/344-5738 [www.idahowomensnetwork.org](http://www.idahowomensnetwork.org)  
To strengthen democracy and promote human rights through community organizing, advocacy and education.

Decision: No

Reason: Folded 4/2010

**5. International Jewish Anti-Zionist Network**

P.O. Box 29724, Oakland, CA 94706 Samantha Liapes 415/387-1987 [ijan@ijsn.net](mailto:ijan@ijsn.net) [www.ijsn.net](http://www.ijsn.net)  
to ensure that all people living in historic Palestine have full human and civil rights and to end institutional and individual racism.

Decision: No

Reason:



**6. Kilombo Academic and Cultural Institute**

5197 Salem Road, Lithonia, GA 30038      Aminata Umoja      404/992-8021 kilomboschool.com  
to teach empathy for humanity to children and young people through a justice-based school curriculum.

Decision:              No

Reason:

FACDC, the fiscal sponsor, describes Kilombo as a tutoring program with the goal of building a school. There is no clear connection to organizing.

**7. Neighbor to Neighbor - Lynn**

112 Exchange Street, Lynn, MA 01901      Allison Kennedy      781/598-6866 www.n2nma.org  
to build the political and economic power of working class, multi-racial, and multi-ethnic people and improve the quality of life in their communities.

Decision:              No

Reason: On q. #12 listed who they collaborate with, but not what their analysis is. Not sure why. Very diverse. No position on reproductive rights or abortion. Is Lynn N2N a separate entity from N2N statewide?

**8. North Carolina Harm Reduction Coalition**

Box 18, Winston Salem, NC 27001      Robert Childs      336/543-8050 www.ncharmreduction.org  
to provide practical strategies to drug users and sex workers which will reduce the negative consequences of drug use and sex work.

Decision:              No

Reason: Medically based. Have received up to \$75,000 in grants from mainstream foundations. Collaborations are with health groups. Mostly direct service and legislative action to allow needle exchange. No on-going work around root causes or clear connections to groups looking at those issues.

**9. Organizing Upgrade**

7260 NE 7th Avenue, Miami, FL 33138      Joseph Phelan      786/261-5788 www.organizingupgrade.com  
for a left strategy platform where a broad sector of organizers can engage in strategic, theoretical and visionary dialogue on the current and future practice of community organizing.

Decision:              No

Reason: No organizing.

**10. Philadelphia Security Officers Union**

1315 Spruce Street #331, Philadelphia, PA 19107      Fabricio Rodriguez      219/732-8318 www.philamuseumchange.org  
for a union and worker center fighting for the rights and equality of local Philadelphia area security officers.

Decision:              No

Reason: Did not fill out a RESIST application. Did not answer all questions fully. Did not include references. Organizer out of town to work in Arizona. Asked for a project instead of general support.

**11. Sagewriters and the Global Kindness Revolution**

P.O. Box 215, Swarthmore, PA 19081      Judith Trustone      610/328-6101 www.trustonekindness.com  
to empower prisoners to lead "kindness circles" in prison and in the larger community.

Decision:              No

Reason: Incomplete application. Reference Moonstone, Inc. as having been funded by RESIST, but can't find any reference to it or other such work. One person project. Direct service.



**12. Socially Equally Energy Efficient Development (SEED)**

2805 Woodbine Ave., Knoxville, TN 37914    Laurel Bowen    865/936-2623    www.seedknox.org  
to increase access to sustainable and clean energy technologies, as well as, green job opportunities.

Decision:            No

Reason: Almost entirely direct service.

**13. Soul Patrol USA International Ministry**

655 Plantation Street, Worcester, MA 01605    Rev. Thomas D. Williams    508/853-3156    t13354@juno.com  
to teach the work of god with simplicity and understanding to free people of demonic oppressions, depression and mental illness.

Decision:            No

Reason: Obviously they did not read the RESIST guidelines.

**14. The Fund for Genetic Equity**

38 Whitehead Avenue, Hull, MA 02045    Steve May    781/724-2921    fge\_steve@yahoo.com  
to work on behalf of persons with chronic illnesses and genetic disability.

Decision:            No

Reason: Fiscal sponsor not secured. Too new, not far along enough. Single issue, not grounded in larger political analysis.

**15. The People's Assembly**

440 N. Mill Street, Jackson, MS 39202    Kamau Franklin    601/353-5566    www.mxgm.org  
to empower residents of Jackson Mississippi to organize for community and economic development, food security and community involvement in policy change.

Decision:            No

Reason: A project of MXGM. No independence yet (see e-mail exchange). Come back when have spun off.

**16. WESPAC Foundation**

17 Marble Avenue, Pleasantville, NY 10570    Nada Khader    914/449-6514    www.wespac.org  
for a multi-issue peace and justice action organization that deals with the structural racism in the US peace movement.

Decision:            No

Reason: Application is scant. Work: film/speaker series, fair trade festival. Have diversified Board and membership.

**17. Worcester Interfaith**

111 Park Avenue, Worcester, MA 01609    Frank Kartheiser    508/754-5001    worcester.interfaith@verizon.net  
to build bridges between congregational and community leaders to mobilize people to work for social justice.

Decision:            No

Reason: Almost exclusively service.



**Draft Notes from Resist Personnel Committee: Melissa, Dimple, Ravi and Kay**  
**Re: Staff Evaluation 2010**

**Wednesday April 28, 2010**

Next Phone Meeting: Wednesday, May 12<sup>th</sup> at 11:00 AM. Phone number and passcode from Melissa (thanks Melissa!): 760.569.0111 and 393318#.

1. Kay reported back from conversation with Yafreisy, representing the staff in response to the emailed forms, etc.
  - a. Staff will be able to complete their evaluation forms/questions by early next week.
  - b. They are comfortable with sharing their answers and want to share them with each other because they are a collective with a goal of "transparency" -- sharing their evaluations is part of that. The one-on-one meetings will be an opportunity for staff to discuss anything they wish to keep confidential.
  - c. It's okay with them for us to contact committee chairs for input on performance.
2. Contact with committees for input on the staff evaluations:
  - a. Ravi and Kay will divide up responsibility for contacting committee chairs asap:  
Ravi  
R&R (Cynthia)  
Finance (Becca)  
Communications (?) (Ravi will ask Christy)  
Kay  
Grants (Miabi)  
Fundraising (Diana)  
Executive Committee (Jim, Marc, Kay)
  - b. We will keep the question open ended – we are looking for broad feedback – i.e. "please provide any input regarding performance of any staff member you work closely with on your committee."
  - c. We'll also urge the chair to contact other committee members for their input, if possible.
  - d. We'll ask that they get back to us by Monday May 10<sup>th</sup> to give us time to review their responses for the May 12<sup>th</sup> phone meeting.

3. Other:

Melissa has a meeting set up with Christy for May 17<sup>th</sup>.

Kay, Dimple and Ravi have yet to set their meetings and will now aim for after the 12<sup>th</sup>.

*(Note from Kay – not mentioned this morning – agenda for the next meeting - the phone call meeting on the 12<sup>th</sup> will be to jointly review the gathered information, identify committee questions/concerns and prepare for one on one meetings. This will probably go on for a full hour. I'll send an agenda this time.)*



## **Friday May 14<sup>th</sup> Resist Personnel Committee Phone Call:**

### **The goals of this call are to:**

- 1) id overarching concerns/issues/themes and,
- 2) to assist each other in preparation for one-on-one meetings.

### **Draft Agenda**

- I. Round robin – each person expresses general impressions, themes – without (much) discussion. (8 minutes)
- II. Each staff person is discussed (one by one) – discussion led by the person on the committee who is meeting with her: a. Summarize; b. id positive things; and, c. id concerns we should deal with. (10 minutes each)
- III. Time at the end of the hour to summarize what we've done; next steps; and next phone call. (12 minutes).

Just fyi, here is my take on reading the materials:

### **Some Themes:**

- Staff development needs
- Workload
- Staff stays abreast of what's happening in their respective fields – this is happening very well.
- "Whose Job Is This?"
- Some communication issues (among staff)

### **Miscellaneous questions - perhaps not to answer during this call:**

1. How does the committee communicate with other committees about evaluation outcomes?
2. Where are we with Robin's temporary replacement? This was not mentioned in any of what I read.
3. What are the interns/volunteers doing when in the office (given the workload comments from all)?



## **Resist Personnel Committee Report**

**To:** Resist Board  
**Re:** Robin's Leave and Staff Evaluation Process 2010  
**From:** Resist Personnel Committee (Dimple, Melissa, Ravi and Kay)  
**Dt:** June 6, 2010

1. Robin will be on a leave of absence mid-June through mid-September and while she's gone either Catherine Joseph or Becca will be working at Resist to fill in for her. We are confident things will go well (although we'll miss Robin) because both Catherine and Becca are great, have worked in the office before and are very familiar with what to do. Personnel committee member(s) will meet with the staff before Robin's departure to help with a smooth transition. We wish Robin a well-deserved, re-vitalizing break.

2. The Personnel Committee and Staff have completed this year's staff evaluation. Since the end of March the committee and staff worked together on this annual project, which is an important part of supporting staff and the well being of the Resist work environment. The results of the process are not connected to pay increases. Re.record keeping – at the end of this process, the performance reviews for all staff will be placed in their personnel folders off-site at Pam Chamberlain's home (former board member).

Staff completed a performance grid for themselves and each of her colleagues and also answered several questions that were more open ended about their work and responsibilities as staff members in the Resist office. They then shared their responses with each other and personnel committee members. Each staff member met one on one with a committee member for a conversation about her experiences working at Resist this past year. The committee met every other week to identify and assess issues that arose from reading and evaluating the completed forms and talking and meeting with staff.

This has been a challenging year for our staff and the committee wonders with hindsight if the Board could have been more supportive than we were. We are happy and grateful to report that Resist continues to have a truly remarkable staff – intrepid, committed, responsible, talented, skilled, and very knowledgeable. Each of our staff brings an enormous benefit to Resist. Each received an exemplary performance review.

3. We've learned a lot. The results of the staff evaluation process inform the work of the personnel committee for the coming year. The following are areas that we see both the committee and Board addressing.

### **In brief:**

#### Strategic Planning

Both staff and committee members think that a strategic planning process would be beneficial to the organization. We see that, e.g., most of the following concerns would/could be addressed through a strategic planning process. We know that Finance Committee has discussed/proposed this and we would like to endorse this idea, based on what we've learned through the staff evaluation process – i.e. strategic planning for programs, budgeting and organizational development.

#### Work Overload: the work is "overwhelming" at Resist

We want to explore ways to really grapple with this perennial problem, e.g. how to use help from interns and volunteers more effectively; and, the possibility of an additional support person.

#### Staff Development and Cultivating Leadership



We want to be sure staff are challenged enough, that they have ample opportunity to develop their leadership, to develop more skills; to have a voice;

We want to respond quickly and positively when staff id their own needs;

We would recommend creating/expanding a budget line item for staff development;

We want to ensure space for continued learning.

### Job Descriptions

Staff are working together to clarify questions that arise in the office about which staff member is responsible for certain tasks. It may be a good time to review job descriptions and update them.

### Budgeting Process

Look at other models. Perhaps change the budgeting process where each staff person (and committee?) would participate in a more active way , i.e. creating their own program budgets to be submitted to Finance Committee; this would help prepare us better for income projections/needs.

### Office Space

How to respect what each person needs to work effectively – we will look at ways to change the office configuration to provide more quiet for those who need it.

Increase the office's energy efficiency (a budgetary matter and more).

### Achieving the Collective Decision-making Model: What do people need to function well in this model?

#### a. Effective communications among staff

We recommend a short-term outside facilitator for discussions around differing work styles, opportunities to try new ways of doing things; cultivating leadership

#### b. Communications with Board so that we can support staff in a timely way.

A standing personnel committee should help with Board communications

#### c. We recommend that Resist revisit/focus on how we achieve the collective model at our next Board retreat with an outside facilitator who would work with staff before the Board retreat to set the tone for organization-wide discussion.

### NEXT STEPS & OTHER RECOMMENDATIONS

1. Meet with staff before Robin leaves for the summer
2. Get feedback from staff and board to assess this year's evaluation process
3. Develop process of checking in with staff in an ongoing way
4. Continue Board/staff partnership through the year for relationship-building and check-ins.
6. Discuss staff salary raises
7. Discuss how we increase cross-committee communication
8. Discuss and contend with all concerns listed in these notes
9. Develop proposals to the Board to be voted on at future meeting(s)



Staff Mini Retreat  
Malika, Robin, Christy, Yafreisy  
5.25.2010

1. Check-In

Staff took turn answering funny and interesting questions about themselves, and each other as a way to get to know each other.

2. Job descriptions/shared tasks

Staff decided that the purpose of looking at our job descriptions today was to look at shared tasks or things that had come up and did not really have a home. Also to take the opportunity to talk about a task someone either wanted to delegate, or a tasks they just wanted to altogether have go to someone else.

Below is a list of those tasks and accompanying notes if they were reassigned to someone else, or continue to be a shared.

**General Office and Admin**

- Collecting all BREs with stamps on them, organizing them, taking them back to PO – Robin will continue to collect BREs and organize them. Then she'll bring them to a staff meeting when they are ready to go to the post office, and someone else will take them.
- Coordinating with post office on postage due and BRE accounts – Yafreisy will take on
- Dealing with our lease and landlord – Robin will keep this
- Processing tshirt orders – Malika and Christy will take this
- Maintaining staff access to credit card – Yafreisy will order another one
- Collecting and collating timesheets – Robin will keep this
- Maintaining resumes and folders for board, staff and interns – Yafreisy will maintain intern resumes. Christy will maintain board resumes. We will share the staff aspect.
- A/C maintenance – Yafreisy will call for maintenance this year.
- Responding to emails in our general email accounts – Christy will keep this. She will create a bounce back message on the igc account so we can phase it out.
- Checking and responding to voicemails in our general account – Yafreisy will take this.
- Coordinating IT/computer support and email support – Yafreisy will be the point person on this and we will rely on TCG for IT support from now on. Christy will help with whatever she can.
- Supporting interns – Yafreisy will continue to be the point person on interns. She will also update the intern manual.
- Maintaining an orderly storage area – see below
- Cleaning and tidying office – At each quarterly retreat, we will schedule a 2-hour cleaning time, during which we'll give the office a deeper cleaning and tidying and also straighten or clean up the storage area.
- Ordering stationery – Malika and Yafreisy will meet about this and come up with an ordering plan. We will recycle all old stationery in the office.
- Representing RESIST at events, networking with partner organizations – everyone, case by case basis



## **Finance**

- caging money – Robin will keep this.
- taking money to bank – Robin will ask for help.
- coordinating annual inventory of tshirts – Robin will keep this.
- prepping for audit – Robin will keep this.
- coordinating charitable registration filing – Robin will keep this.
- Quarterly taxes – Yafreisy will work with Meredith on this.

## **Board**

- creating and mailing board packets – Robin will keep this.
- sending out board minutes, sending board committee minutes and maintaining minutes binders – Robin will keep this and everyone will work on making sure their committee minutes are filed in a timely way.
- maintaining and updating board contact information, contact lists and bios – Christy will keep this.
- serving as staff rep on executive committee – Christy
- serving as staff rep on R & R – Yafreisy
- maintaining board calendar, scheduling food and facilitation assignments – Robin will keep this.

## **Fundraising**

- entering initial information from prospecting twice a year – Malika will take this back from Robin, although Robin can still help with it.
- updating donor credit card information – Malika will keep this.
- making address changes – Yafreisy will remain the point person on this.

## **Grants**

- making sure new grantees are entered into Sage and onto our email list – Yafreisy will now enter new grantees into Sage. Christy will continue to email Robin to ask for the grantee list after each board meeting, then adding them to our email lists.
- updating grantee information in grant-o-matic – Robin and Yafreisy will continue to do this.

## **Communications**

- maintaining prisoner communications and updating prisoner addresses – Christy will continue to be the point person on this.

## **OTHER**

Christy will give Yafreisy and Robin a training on using a calendar within Thunderbird.

At each quarterly staff retreat, we will schedule a two-hour office cleaning time that will include the storage area. Our next quarterly retreat will be in October, about two weeks after the October board meeting. Robin will create the agenda and facilitate.

3. How are we working collectively?  
Any continuing office issues, General office check-in

We did not discuss this last item, because we ran out of time. But, one idea is to keep this as an on-going item to keep on the agenda. We will take this item up at the next staff retreat in October.



## **May 12, 2010 Staff Meeting**

*Present:* Yafreisy, Malika, Robin, Christy (minutes)

### **CHECK-INS**

### **GRANTS**

The Grants Committee will meet tomorrow. They're hoping to weed 17 of the 49 grants out for the upcoming cycle.

Yesterday was the NCADP conference call that Robin presented on grantwriting. There were 20-25 people on the call. Went pretty well.

A gift of \$100,000 for RESIST is set in stone in the will of Edwin Baker. Then there's a group of people made up of his sister and friends who are deciding what to do with \$100,000 to \$250,000 more. Some or all of that could come to RESIST. Malika and Robin had a phone meeting with Ed's sister last week. Robin is trying to do a financial analysis of what would happen if we gave out more money per year or raised the grant award.

### **FUNDRAISING**

Malika is transitioning out of the spring major donor campaign into the summer, setting up better filing systems for individual donors and doing research on new major donors to approach. Waiting to hear back from some of the major donor Board committee members about their progress before she can move forward with analysis & evaluation.

Malika met with Cynthia a couple of times to talk about RESIST fundraising. She had some really good ideas, especially around using the committee to energize board members for fundraising, as well as the relationship between staff time and smart cost-benefit scenarios for FR. Malika will be taking her ideas to Diana and the FR committee.

### **FINANCE**

The finance committee met two weeks ago on April 28 to look at 990 numbers. They will meet again next week or the week after to look at April numbers. The committee is starting to do a 3-year financial plan and will be asking committees to do some work around that.

Prospect donations are still dribbling in. Our numbers are somewhat down, but it's hard to tell where May is going.

The \$100,000 from Maryanne Wells is pushed out even further, and we may not see it until September. This shifts all our budget numbers again, so Robin made another adjustment in Quickbooks around our expectation date. Receiving it in September means it will arrive 1.5 years later than we expected it.

### **COMMUNICATIONS**

Christy submitted a proposal about culling the Newsletter mailing list. In the July-August 2010 *Newsletter*, we will create a subset of subscribers who have not contributed to RESIST in three years or more. For these people, we will include an insert in the Newsletter on colored paper that asks them to



let us know if they want to continue their subscription. The inserts could say something like:

We haven't heard from you in a while! Would you like to continue receiving the RESIST Newsletter? If so, please return this slip in the enclosed envelope. If you are able, we ask for a \$25 annual donation to cover our printing and postage costs. Let us hear from you by the end of the August if you'd like to continue your subscription. // Thank you for your interest and support.

Malika and Christy are streamlining their processes around communication between databases. The next NL issue will focus on social forums. The website redesign is moving along slowly.

#### **EXECUTIVE COMMITTEE**

The Committee will meet next week.

#### **PERSONNEL COMMITTEE**

Each staff person is waiting to have our individual meetings with PC members.

#### **BOARD R&R COMMITTEE**

The committee is planning on meeting. Yafreisy will ask them if anyone followed up with Guillermo about his email regarding stepping down from the Board. Issues on their plate right now: people feeling overwhelmed about the packets. Orientation and mentoring of new board members. And other things.

#### **USSF**

Yafreisy has registered us for everything. Malika and Yafreisy arrive on Monday, June 21 in the evening. Their funders' delegation events will start on Tuesday, June 22. They'll be there until Friday. The forum and the funders' delegation events end on Saturday. Malika and Yafreisy have their hotel room booked. Christy will be staying with Melissa in her room. Christy is flying out on Wednesday morning and coming home on Sunday, so she will be there for Friday and Saturday events. Yafreisy will be on the next two Funders' Delegation conference calls.

Grantee communication: Christy will send out emails to our grantee list and to our main email list about the USSF, both promoting the forum and asking who will attend.

Materials for the USSF: Christy will design palm cards and order some pens for giveaway. She'll make tag for the t-shirts we plan to give away. We'll budget about \$500 for promotional materials.

Malika is following up with Guillermo about the discretionary grant from Solidago Foundation.

#### **INTERNS & DATABASE ACCESS**

Corina is gone and Kate is staying until the end of May. Yafreisy will touch base with Julia, but she'll probably be coming on the first week of June. Christy will look back to see the email or two that she got from potential interns.

Malika and Robin met and came up with a potential intern project about recruiting (cherry-picking) potential new donors by looking at the public information that people have about their larger donors, do research on them and figure out who might be interested in RESIST. Christy would like to continue to work with one intern this summer and has enough projects for that person. Robin has several



projects around resource guides.

We want to revisit database access for interns in our office. Malika showed us how logins can be set up with limited database access, so that the intern or volunteer who is logging in can only change a donor's address but not see any donor information, etc. Robin has some specific concerns about the "frequency" and "potential" sections being visible, and we talked about how those could be moved to a different, non-visible tab.

Robin still has extremely strong feelings against interns having access to the database. If we decide to allow this, she will be filing a statement of disagreement.

For Christy, one issue is when interns become "trustworthy." She knows that some interns in the past have had access to the database. Yafreisy was doing address changes yesterday, and she came across entries that previous interns had made. Alex was here for just three months as an intern and he had a login on Sage, and so did Chloe, a summer intern. Christy felt confused to learn this, because to her it seemed like the status quo has been to allow interns some database access. Robin explained that interns were reviewed on a case-by-case basis, but she no longer wishes to do that, feeling that she has learned more about security and confidentiality.

Christy also wonders about prisoners and having intern help in keeping up with prisoner correspondence and address changes. To Robin that is a different standard than giving someone database access and seems OK.

Malika heard another idea from Kay, from a domestic violence organization where she volunteers. This option would be to have volunteers or interns sign a waiver that they won't do anything with the database information. Robin feels that a waiver like that offers no legal protection and is not interested.

Another thing we talked about was if we can free up Yafreisy's time around address changes, perhaps Yafreisy can help Robin with the input of acquisition mailings. But Yafreisy pointed out that that is probably a different conversation.

At this point, Yafreisy, Malika and Christy don't feel comfortable moving forward with the decision with Robin having such strong concerns about the ethical implications of allowing interns access to the database. Yafreisy suggested that we might want to talk to other foundations and colleagues about how they handle intern access to the database. This summer Malika will be reaching out to other foundations and groups for different reasons, but she'll ask them as well about their policies around this.

### **ROBIN'S LEAVE and CATHERINE'S ARRIVAL**

It's around the corner. Christy will email Catherine today with the summer outline and the job description. Robin and Catherine will have three days of training here in the office before Robin leaves. Robin will try to draft a manual for her, but she's not sure how much she'll be able to pull together. She'll at least lay out a timeline for the tasks for the summer.

Christy would like to become a little more proficient in Grant-o-Matic before Robin leaves. Robin and Yafreisy will meet to talk more specifically about how tasks will be divided between Catherine and



Yafreisy. If there are things that we might need from Robin before we go, we should let her know as soon as possible.

Yafreisy mentioned that based on a phone call between Catherine and Christy last week, we think Catherine's impression is that Robin is the ED here and that she thinks she'll be supervising us, as she worded it in an email to Christy last week. Christy will address it in an easygoing way when she responds to Catherine's email, and Robin will be sure to talk with her about it during their training.

#### **OFFICE**

Yafreisy paid the TCG the 50% for the labor and other stuff, and they'll be ordering the hardware soon. Robin and Yafreisy need to order the software from TechSoup soon as well. We'll ask him about coming in late June or early July (busy before June 6 board meeting, busy week after board meeting with Robin training Catherine, then we're out for USSF).

The t-shirt hemorrhaging has slowed down, but there's a lot of stuff we're out of. If anyone calls in to order stuff, double check the cabinet to make sure we have what they want.

For office supplies, Yafreisy would like to place an order in the middle of the month and one at the end of the month (instead of randomly). She will place an order this Friday if anyone has any needs.

#### **SCHEDULES**

Malika won't be in on Friday, May 21.

#### **EVALUATIONS**

We should each meet with each other to go over our evaluations. Let's try to do all these meetings before our quarterly retreat.

#### **BIRTHDAY LUNCH**

We'll go out for birthday lunch for Yafreisy on Wednesday, May 19.

#### **NEXT STAFF MEETING**

The meeting will be on Tuesday, May 25 from 10 am to 1 pm and it's our quarterly retreat. The main thing we've talked about using time for at this meeting is to look at our job descriptions, and one aspect of this would be looking at things that each of us does that may not necessarily be included in our job description.

Each person should look over their job description before this meeting and think about how their actual work compares to the job description and also what percentage of time is spent on different areas. Yafreisy will create an agenda for us. Christy will send her the agenda from last year's quarterly retreat.



**4/6/10 Staff Meeting**  
**Yafreisy, Robin, Christy, Malika (minutes)**

**Check in**

**Board Meeting Follow Up**

Christy will follow up with board members about the Sat/Sun Board meeting discussion held at the last Board mtg.

**Grants**

Robin will finish the grant cycle next week when she gets back. Robin will join a conference call with the Nat'l Coalition against the Death Penalty in DC to talk about RESIST and other sources of funding. Additionally Buzz will offer his trainings to the network.

**US Social Forum**

Discussion about who on RESIST staff would go to the Social Forum and the Funders Delegation. Christy will price out costs for 2 or 3 staff to go and email or bring to the next staff meeting.

**Communications**

The next Newsletter is on Trade and Development featuring Nikhil's article.

**Fundraising**

Robin will brainstorm a good group to feature in the email campaign Malika and Christy are working on this May. Malika will remind her next week. Malika would like to use Walnut Street to assist with stuffing bulk thank you letters. She'll draft a proposal by the next staff meeting.

**Finance**

The Board signed off on the audit. The Charity Navigator process starts now.

**EC/Personnel**

The personnel process will start soon.

**Office**

Staff will bring our timesheets to the next staff meeting next week and need to email Robin our quarterly timesheets. Discussion about the need to keep on top of office tasks. We will no longer leave our dirty dishes by the Newsletters. Discussion about the process of setting up Board meetings and if there is a need for a "point person" other than Robin on details such as food, board attendance etc. Malika will draft a checklist that we will review the Tuesday before each Board meeting. Yafreisy will soon provide a proposal on setting up the server. Staff will share a calendar through google calendars.

**Schedules**

Malika will be in NYC for donor meetings and the house party during the 3<sup>rd</sup> week of April. Malika will be off May 31 through June 4. Robin will be in MD for the rest of this week and on school vacation the week of April 19-April 23. Christy will work from home next Wed.



**4/27/10 Staff Meeting**  
**Yafreisy (minutes), Robin, Christy, Malika**

**Check in**

**Grants**

There are 50 grants in the cycle. The advance on-line training with Buzz Harris will begin April 28<sup>th</sup>. Robin will be participating in a conference call with the National Coalition to Abolish the Death Penalty, and will be talking to them about Buzz doing the basic organizing training for the Coalition's 20 affiliates. The online rural training finished two weeks ago and the folks that participated really liked it and are excited about possibly participating in other trainings. Robin felt that for all the folks that had talked about wanting to join, the number of participants was low. Christy is doing a write up in the upcoming NL on the online trainings.

**US Social Forum**

Guillermo from Solidago is giving RESIST \$2,000 in discretionary funding to help with cost related to attending the forum. Christy, Malika and Yafreisy will be attending. They will be traveling at different times but will all be there for most if not all of the conference. Yafreisy will get there early to attend the funders event. Malika and Christy will probably head out later on and stay for the whole week or most of it.

**Communication**

Christy sent staff the first draft of the website redesign. She would like staff to get back to her in the next two days with ideas, suggestions. This will not be the only chance staff will have to chime in. The website redesign review committee is Herbert, Sarath, Diana, Hendrik, Carol and Paul. Christy will be done with the next NL this Friday April 30<sup>th</sup>; she will be sending it to proofreaders over the weekend. The NL should be at RedSun by Tuesday May 4<sup>th</sup>.

**Fundraising**

Malika talked about the recent house party in NY. The party raised over 3k, board members and staff engaged donors. Malika wants to see more house parties being organized by donors and she included something about this in the next pledge letter.

The Fundraising comm. is talking about prospecting to major donors (\$500+) this summer. But this is just getting fleshed out. Malika gave staff a presentation on the Major Donor Campaign which ends in the next week or so. She presented to staff the major donor packet she put together. Staff was very impressed and though it would be a good idea to present the packet to the board as well. Malika will run numbers after the campaign is done and will see how we did in terms of monies raised. Malika feels like the folks on the campaign comm. have learned a ton about our donors and this will mean a lot moving forward in the future with other similar campaigns.

Malika presented reports on most recent income numbers. Prospect and Pledge are looking well. Malika needs to figure out what is going on with the "none" donor category.



## **Finance**

Robin presented March numbers and un-reconciled April numbers. A finance comm. meeting is scheduled for Wed. April 28<sup>th</sup>. The meeting will look at March numbers but will mostly be about looking over the 990 forms.

See statements

## **EC/Personnel**

Evaluation forms have been sent to staff, staff has until the Monday May 3<sup>rd</sup> to return form, but this date is flexible. Staff scheduled the quarterly in depth staff meeting for May 25<sup>th</sup> 10am-1pm. At this meeting staff will also cover evaluations and share things that came out of that.

## **Office**

Yafreisy talked to staff about the conversation she had with Claudia around the USB port. Staff agreed that it was no longer worth the going back and forth. At this moment in time we're not going to pursue the USB interface option. Staff felt that Resist should not have to pay for it since it should have come with the original machine that was leased, but since its only \$165 if we should want to get it in the future Resist will pay for it.

Yafreisy presented two proposals for server installations. Staff chose to go with Frank from TCG. Yafreisy has follow-up questions for him and then server installation should get started probably within the new two weeks.

## **Questions for TCG:**

1. Possibility of online back up and quarterly backing up to a tape/disc and taking off site.
2. Using external hard drives as the back-up agent instead of tapes.
3. What is the item detailed: Estimated labor keeping Pop Mail & Thunderbird client, what is this? If it's moving our email server in house, we no longer want to look at this option.
4. What is the item detailed: AVG Internet Security Business V9 5U 1 year? We think it's a business class security wall.
5. We also want to make sure to purchase as much software from tech-soup to keep cost down.

Yafreisy will check in with Kate about her summer plans. Yafreisy interviewed Julia Wise last week and thinks Resist should invite her to join us for a summer internship, staff felt fine about this.

Christy will ask Catherine to give us a firm answer about stepping in for Robin. We would like to have a firm confirmation from Catherine by May 15<sup>th</sup>. At the May 11<sup>th</sup> staff meeting we will begin to talk about Robin's leave. Becca is interested in stepping in if Catherine can't.

## **Schedules**

Malika is no longer leaving for a week in May. Robin's leave starts in 6 weeks. Yafreisy and Christy are around.

Meeting Adjourned



# Staff Tasks

Malika	Yafreisy	Christy	Robin
<b>Finances</b>	<b>Finances</b>	<b>Finances</b>	<b>Finances</b>
	Meeting 4.28.10		Review 990
<b>Fundraising</b>	Review 990	<b>Fundraising</b>	Charitable Registrations
Organize Major Donor Campaign	<b>Fundraising</b>		<b>Fundraising</b>
Organize and attend House Party	Help Malika with gift entry		Get Malika grantee to use for email campaign
Draft proposal on Thank you letters			
BBB-Charity Navigator			
	<b>Communications</b>	<b>Communications</b>	<b>Communications</b>
	changes of address	Grantee Survey	
		E-mail blast re RESIST and USSF	<b>Grants</b>
			Join conference on Natl Coalition against Death Penalty
<b>Communications</b>	<b>Grants</b>		Short Policy write-ups
Remind Robin to help find grantee for efundraising			
Time/Place for informal Resist/USSF get-together			
<b>Grants</b>		<b>Grants</b>	
<b>Office</b>		<b>Office</b>	<b>Office</b>
Time Sheets	<b>Office</b>	Time Sheets	Time sheets
Back up computer	Time Sheets	Back up computer	Back up computer
Back up Sage	Back up computer		
Create Checklist for Board Mtgs	Get Sever Installed		
			<b>Grants Committee</b>
		<b>Communications Committee</b>	
<b>Fundraising Committee</b>			
	<b>R&amp;R</b>		
<b>Finance Committee</b>	Call chair to set up meeting	<b>E.C. Committee</b>	<b>Finance Committee</b>
Review 990	<b>Finance Committee</b>		Meeting 4.28.10
	Meeting 4.28.10	<b>Finance Committee</b>	
	Review 990		
	Charitable registration		



**RESIST, Inc**  
**Analytical Reports - Comparison Report by Gift Code**

Campaign	Period 1 Jan 2009 through Dec 2009			Period 2 Jan 2008 through Dec 2008			% Change		
	<u>Donors</u>	<u>Total</u>	<u>Average</u>	<u>Donors</u>	<u>Total</u>	<u>Average</u>	<u>Donors</u>	<u>Total</u>	<u>Average</u>
ABC House Mailing	2106	\$192,250.92	\$76.32	2112	\$199,596.72	\$75.52	-0%	-4%	1%
Estate	3	\$51,227.45	\$12,806.86	1	\$35,558.88	\$35,558.88	200%	44%	-64%
Event	112	\$17,389.00	\$146.13	0	\$0.00		0%		
Newsletter	638	\$53,245.32	\$65.09	664	\$42,370.28	\$48.93	-4%	26%	33%
None	65	\$195,553.97	\$2,384.80	120	\$189,637.99	\$1,384.22	-46%	3%	72%
Pledge	543	\$137,592.58	\$59.44	523	\$141,263.08	\$66.20	4%	-3%	-10%
Prospect	1313	\$47,612.35	\$35.99	1603	\$61,679.92	\$37.84	-18%	-23%	-5%
	4437	\$694,871.59	\$96.78	4534	\$670,106.87	\$90.42	-2%	4%	7%

Campaign	Period 1 Jan 2010 through Apr 2010			Period 2 Jan 2009 through Apr 2009			% Change		
	<u>Donors</u>	<u>Total</u>	<u>Average</u>	<u>Donors</u>	<u>Total</u>	<u>Average</u>	<u>Donors</u>	<u>Total</u>	<u>Average</u>
ABC House Mailing	713	\$37,917.68	\$52.16	554	\$32,084.44	\$55.61	29%	18%	-6%
Estate	0	\$0.00		2	\$23,560.20	\$11,780.10	-100%	-100%	
Event	11	\$1,650.00	\$150.00	0	\$0.00		0%		
Major Donor	9	\$16,100.00	\$1,788.89	0	\$0.00		0%		
Newsletter	210	\$9,495.78	\$42.02	203	\$12,491.57	\$59.48	3%	-24%	-29%
None	3	\$184.00	\$36.80	34	\$40,920.24	\$1,076.85	-91%	-100%	-97%
Pledge	335	\$45,931.00	\$59.04	329	\$43,725.00	\$62.82	2%	5%	-6%
Prospect	595	\$19,683.23	\$32.75	396	\$11,905.30	\$29.76	50%	65%	10%
	1836	\$130,961.69	\$55.56	1494	\$164,686.75	\$85.64	23%	-20%	-35%



TCG Network Services  
 90 Park Avenue  
 Natick, MA 01760  
 Phone 508-650-9917  
 Fax 508-655-3485



# Quotation

Date	Quote #
3/10/2010	5721

<b>Bill To</b>
Resist, Inc. 259 Elm St. Somerville, MA 02144

<b>Ship To</b>

Item	Description	Qty	Unit	Total
900010	Dell PowerEdge T100 Intel Core 2 Duo, 2.8GHz, 4GB Ram, (2) 500GB SATA Cabled Hard Drives, SAS6iR (SATA/SAS Controller) supports 2 hard drives-Raid1, Keyboard, Mouse, DVD R/W, 80GB OS Partition Override, 3 Year ProSupport for IT and NBD On-Site Service.	1	1,498.00	1,498.00T
900010	PowerVault 100T, DAT72 Tape Drive 36/72GB w/controller, 10 Media tapes, Symantec Backup Exec 2010 SBS Suite 1 Year	1	1,440.00	1,440.00T
99SALE	AVG Internet Security Business V9 5U 1 Year	1	249.00	249.00T
99SALE	Microsoft Small Business Server 2008 Standard 5 User Cal With Media	1	437.00	437.00T
LB0000	Option: Estimated Labor keeping Pop Mail & Thunderbird Client	0	1,900.00	0.00
LB0000	Estimated Labor to Install and Migrate to Exchange	1	2,500.00	2,500.00
FREIGHT	Estimated Freight Charge	1	45.00	45.00
		<b>Subtotal</b>	\$6,169.00	
		<b>Sales Tax (6.25%)</b>	\$226.50	
		<b>Total</b>	\$6,395.50	

Acceptance of this proposal requires 50% deposit on Labor with balance NET Due 10 Days. All new product orders require PAYMENT OF PRODUCT IN FULL TO INITIATE THE ORDER. If Labor is included in this quote, it will appear as a separate line item. Please note that these labor totals and rates are for work that is currently known and acknowledged by TCG, Inc. and the client. These estimated totals might be exceeded by items not known at this time such as potential software transfer conflicts with any proprietary or shared packages and the like. If these totals are in fact exceeded due to any unforeseen items, an hourly labor rate will apply to which the client will be duly noted in full prior. 90-Day warranty on replacement parts, unless otherwise noted. There will be a 15% restock fee for any cancelled orders, and the client will pay any freight charges for product already shipped. Software licensing sales are final. Dell product sales are final. This quote is valid for 10 days.

Accepted By \_\_\_\_\_

Date \_\_\_\_\_



**Subject:****From:** "Thompson, Claudia" <Claudia.Thompson@oce.com>**Date:** Wed, 21 Apr 2010 10:59:05 -0500**To:** <yafreisym@resistinc.org>**CC:** <robin@resistinc.org>

Good morning Yafreisy,

Please see attached sale agreement for the USB parts for your machine.

As I mentioned in our phone conversation this morning, I do apologize for the amount of time that you have had to wait for this functionality on the machine. I understand your frustrations and hope that moving forward your experience with us is a much more pleasant one. I really do believe in the work and programs that Resist funds and wouldn't want "copier woes" to get in the way of your mission.

Please let me know about the parts and I will expedite the paperwork immediately.

Thanks for all of your patience and I look forward to hearing back from you.

Kind regards,  
Claudia

Claudia Thompson | Commercial Sales Executive  
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(781) 902-7572 | [claudia.thompson@oce.com](mailto:claudia.thompson@oce.com) | [www.oceusa.com](http://www.oceusa.com)

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