

Trinity College

Trinity College Digital Repository

Resist Board Meeting Minutes

Resist Collection

12-1-2011

Resist Steering Committee Meeting, Dec. 2011

Resist

Follow this and additional works at: <https://digitalrepository.trincoll.edu/minutes>

Recommended Citation

Resist, "Resist Steering Committee Meeting, Dec. 2011" (2011). *Resist Board Meeting Minutes*. 362.
<https://digitalrepository.trincoll.edu/minutes/362>

RESIST
Board Minutes
December 2011

Present: Ravi Khanna, Yafreisy Mejia, Saif Rahman (non-voting), Robin Carton, Nelson Salazar, Greg Pehrson (minutes), Marc Miller, Jim O'Brien, Miabi Chatterji, Ragini Shah, Camilo Viveiros, Becca Howes-Mischel.

Introductions. First meeting for Nelson (new Board member) and Saif (new Communications Director). Welcome!!

Approval of Minutes from October meeting. Marc moved to accept, Robin 2nd, approved unanimously.

Discussion of Occupy. What is RESIST's role? Decision (proposed by Miabi): Executive Committee will invite Development, Grants, and Communications Committees to a conference call to develop a concrete plan for how RESIST can best support Occupy.

Committee Business.

Personnel (Ragini).

Will do staff evaluations between February and June. Will start doing monthly check-ins with staff. Will do exit interview with Christy. Nelson is newest member.

Executive Committee. (Ravi and Miabi).

Six-month workplan is to collect plans from other committees then ensure follow-through. Miabi will check with Ravi and Yafreisy on grantmaking breakdown spreadsheet.

Recruitment.

3 people in close communication with; Janice said yes. Will follow-through with other two. Greg will speak to Beverly about being on the board with small children. Goal of having three more Board members of color by February. Looking to reach out to younger folks. Suggested 1-day retreat in April.

Grant Committee.

Met in October to develop 6 month workplan. Still need to meet and work on 3 year plan. Need to work with Development Committee to piggyback events. Tried to be very proactive at conference in New Mexico to make new contacts and seek new references.

Communications.

Saif is looking to re-envision the role now that it is full-time. December 15 at 4:30 pm there is an open meeting to discuss our vision for Communications.

Development.

Events: SoJust didn't get much support from Board for their event.

Planning to do many more events--\$10,000 goal.

Need two kinds of events:

Make connections but not money

House parties for donors

Want to go online with donor prospecting (Ravi)

Finance. (Robin)

See Financial Statements and 2012 Budget attached

Currently only about \$4,000 behind, but that will be flipped to a gain with our investments, putting us ahead. We've spent about \$20,000 more, almost entirely on grants. Some categories are slightly over or under budget, mostly having to do with timing of bill paying. Bottom line: We are right on target.

Finance Committee
December 1, 2011
Minutes

Present: Becca Howes-Mischel, Jim O'Brien, Yafreisy Mejia, Ravi Khanna, Robin Carton

1. Review of Un-reconciled Financial Statements 11/30/11

The Morgan Stanley statements have not been reconciled- which shows unrealized losses of \$45,000. This represents the majority of the difference between income and expenses. Meredith will attempt to come in this week and reconcile the November statements. This may realign income.

Ravi put together a report (*see attached*) that projects income for the remainder of 2011. In general, he anticipates that income will be \$100,000 more than budgeted. This is a conservative estimate on his part. The average gift was approximately \$26 last year, he is using a \$20 average this year to account for potential lower giving on the part of current donors.

There are already over 800 responses to the most recent prospect mailing. This is the return just for the first week. About 75% appear to have money in them. Last year there were approximately 1,000 new donors added from the fall prospect mailing. This year may surpass that.

Ravi did research on the gap in pledge income and found that there is about \$11,000 of pledge income which has not arrived yet. He is making calls to those folks.

The only expenses that are significantly different are the grant expenditures. However, an additional \$24,000 in spending was authorized by the Board.

2, FY2012 Budget

(*see budget narrative*)

The only new initiative is from fundraising. Ravi hopes to develop an e-prospecting and e-fundraising campaign. He has been researching possibilities and spoken with folks at *Mother Jones* about how they do this outreach. The intent is to spend \$10,000 in 2012 and 2013 on these campaigns. Funds would come from the Schleimer Bequest and be repaid over a three year period. Income is anticipated at about \$5,000 each year- but may exceed that. This is also a way of reaching a different demographic of potential donors. Saif will be coordinating with Ravi on this campaign.

It may be time to do a specific outreach campaign to the original Holmes, Kurtz and Baker Fund donors.

Robin will recalculate the health insurance – because she may have overstated the cost.

While it is not a balanced budget at this point- the Committee will look at the December returns to determine areas to cut or expand.

RESIST, INC.
Statement of Financial Position
November 30, 2011 and 2010

	2011	2010
ASSETS		
CURRENT ASSETS:		
Cash	(1,471)	47,421
Investments	633,668	567,522
Grants Receivable, Current	0	0
Prepaid Expenses, Inventory and Other Current Assets	12,862	10,626
Total Current Assets	645,059	625,569
Property and Equipment, Net	3,772	1,406
OTHER ASSETS		
Grants Receivable, Long-Term	0	0
Deposits	2,230	2,230
Total Other Assets	2,230	2,230
Total Assets	651,061	629,205
LIABILITIES AND NET ASSETS		
LIABILITIES		
Grants Payable	92,000	54,000
Security Deposits Held	1,750	1,750
Accounts Payable and Accrued Expenses	5,524	4,172
Accrued Payroll and Related Costs	9,636	8,599
Total Liabilities	108,910	68,521
NET ASSETS		
Net Assets, Beginning of Year	841,947	540,473
Change in Net Assets	(301,078)	22,526
Net Assets, End of Period	540,869	562,999
TOTAL LIABILITIES AND NET ASSETS	649,779	631,520

Draft

RESIST, INC.
Statement of Financial Position
November 30, 2011 and 2010

	<u>2011</u>	<u>2010</u>
ASSETS		
CURRENT ASSETS:		
Cash	\$ (6,466)	\$ 47,421
Investments	612,427	567,522
Grants Receivable, Current	-	-
Prepaid Expenses, Inventory and Other Current Assets	12,862	10,626
Total Current Assets	<u>618,823</u>	<u>625,569</u>
Property and Equipment, Net	<u>3,772</u>	<u>1,406</u>
OTHER ASSETS		
Grants Receivable, Long-Term	-	-
Deposits	2,230	2,230
Total Other Assets	<u>2,230</u>	<u>2,230</u>
Total Assets	<u>\$ 624,825</u>	<u>\$ 629,205</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Grants Payable	\$92,000	\$54,000
Security Deposits Held	\$1,750	\$1,750
Accounts Payable and Accrued Expenses	(1,681)	4,172
Accrued Payroll and Related Costs	12,668	8,599
Total Liabilities	<u>104,737</u>	<u>68,521</u>
NET ASSETS		
Net Assets, Beginning of Year	841,947	540,473
Change in Net Assets	(321,860)	22,526
Net Assets, End of Period	<u>520,087</u>	<u>562,999</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$624,824</u>	<u>\$631,520</u>

12/31

RESIST, INC.
Statement of Activities - Short Form
Year to Date as of November 30, 2011

	<u>YTD ACTUAL</u> November 30	<u>YTD BUDGET</u> November 30	<u>+/-</u> <u>BUDGET</u>	<u>ANNUAL</u> <u>BUDGET</u>
SUPPORT AND REVENUES				
Internal Mailings	\$ 287,622	\$ 260,900	\$ 26,722	\$ 376,000
Prospecting	31,202	34,040	(2,838)	68,000
Special Contributions	189,810	179,750	10,060	308,075
Special Event Income	160	-	160	5,000
Misc. Revenue	1,303	1,435	(132)	2,200
Investment Income	3,421	4,500	(1,079)	5,500
Realized Gain (Loss)	2,143	975	1,168	1,000
Unrealized Gain (Loss)	(45,451)	19,000	(64,451)	30,000
	<u>470,210</u>	<u>500,600</u>	<u>(30,390)</u>	<u>795,775</u>
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	29,412	40,345	(10,933)	43,600
Prospect Mailing Costs	55,003	51,500	3,503	60,850
Major Donor Costs	-	80	(80)	150
Special Event Costs	-	700	(700)	700
Misc. Fundraising Costs	6,721	5,429	1,292	5,950
Total Fundraising Costs	<u>91,136</u>	<u>98,054</u>	<u>(6,918)</u>	<u>111,250</u>
<i>Program</i>				
Grants Program	294,354	260,575	33,779	309,200
Communications Program	35,778	42,955	(7,177)	44,400
Total Program Costs	<u>330,132</u>	<u>303,530</u>	<u>26,602</u>	<u>353,600</u>
<i>Other</i>				
Personnel	287,299	277,721	9,578	301,629
General and Administrative	81,480	95,150	(13,670)	103,909
Board Expenses	2,029	2,750	(721)	3,250
Total Other Costs	<u>370,808</u>	<u>375,621</u>	<u>(4,813)</u>	<u>408,788</u>
Total Expense	<u>792,076</u>	<u>777,205</u>	<u>14,871</u>	<u>873,638</u>
CHANGE IN NET ASSETS	(321,866)	(276,605)	(45,261)	(77,863)
NET ASSETS, BEGINNING OF YEAR	<u>841,947</u>	<u>841,947</u>		<u>841,947</u>
NET ASSETS, END OF YEAR	<u>\$ 520,081</u>	<u>\$ 565,342</u>		<u>\$ 764,084</u>

Development Report
Board Meeting
December 4, 2011

Income Report and Projections for 2011

Total Income YTD	\$506,569*		
Projected In December	\$365,473		
Total Projected Income	\$872,042	Annual Budget:	\$757,075

Prospect

Income YTD	\$30,827		
Projected In December	\$40,000		
Total Projected Income	\$70,829	Annual Budget:	\$68,000

73,230 piece acquisition mailing went out between 11/15 – 11/29. Responses are coming in. As of Monday, we had already received over 700 responses. We have not done the deposits yet, so do not know how much money has come in.

Renewal

Income YTD	\$136,585		
Projected In December	\$116,000		
Total Projected Income	\$252,585	Annual Budget:	\$183,000

Over 8,000 piece renewal mailing went out just before Thanksgiving. We are planning to send a reminder/follow-up mailing in a couple of weeks and an email follow-up right before the end of the year.

Pledge

Income YTD	\$113,654		
Projected in December	\$31,473		
Total Projected Income	\$145,127	Annual Budget:	\$150,000

We are about \$9,300 behind last year in our pledge income. There are 13 major donor level pledge supporters who are either lapsed or late. I am going to ask some help from Development Committee members to call these 13 pledge contributors. In addition there are another 113 smaller lapsed pledge contributors. We just sent them a letter asking the consider renewing their giving.

Major Donor

Income YTD	\$100,501		
Projected in December	\$168,000		
Total Projected Income	\$268,501	Annual Budget:	\$250,000

We just sent out close to 300 major donor letters. Most of this income does come in at the end of the year. We will follow-up with select phone calls and emails.

Newsletter

Income YTD	\$36,583		
Projected in December	\$10,000		
Total Projected Income	\$46,583	Annual Budget:	\$43,000

The November/December Newsletter went out about a month late. We still think we will exceed the income budgeted.

Bequests

Income YTD	\$55,000		
Projected in December			
Total Projected Income	\$55,000	Annual Budget:	\$35,000

Foundations

Income YTD:	\$30,000		
Projected in December:			
Total Projected Income:	\$30,000	Annual Budget:	\$5,000

Events/Board

Income YTD:	\$1,306		
Projected in December:			
Total Projected Income:	\$1,306	Annual Budget:	\$5,473

** Not all revenue included in break-down below*

RESIST
2012 Budget Narrative - Draft

Fiscal Overview

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

Prior Fiscal Policy, 1996 - 2011:

1. Ordinary Expenses and Income

In order to engage in appropriate fiscal management and ensure the long-term health of the organization, the Board must ensure that ordinary income is sufficient to cover ordinary expenses. In the event that ordinary income is incapable of covering ordinary expenses, the Board should either raise additional income or cut expenses.

2. Board Designated Net Assets - General Policy

All temporarily restricted (also known as Board Designated) funds must be maintained at current principal levels.

3. Memorial Funds

The RESIST Funds Account will hold the principal and income from all Memorial Funds established at RESIST. The Funds Account includes: The Baker Memorial Fund, the Cohen Memorial Fund, the Holmes Memorial Fund, the Kurtz Memorial Fund and the Salzman Memorial Fund. Currently, this account totals approximately \$112,353.

4. Operating Funds

RESIST will maintain \$25,000 in cash on hand each year in the Operating Fund to cover the costs of any temporary cash shortfall.

5. Board Reserve

RESIST will reserve \$60,000 to cover any unanticipated expenses which might arise during the course of a single year.

6. Phillip Schleimer Bequest

a. Bequest Income

Income generated from investment of the principal of Phil Schleimer's bequest may be considered part of RESIST's regular income stream and can be used for general operating expenses.

b. Bequest Principal

The principal of Phil Schleimer's bequest can only be used for the specific purpose of developing long term and sustainable programs (e.g. a major donor program). Any amounts used from the principal to fund these programs must be returned within a reasonable period. An appropriate use of the principal assets for long term and sustainable programs should be determined on a case-by-case basis by the Finance Committee. The principal should not be used to augment RESIST's regular income stream and pay for general operating expenses.

In 2007 the Board voted balance the FY08 budget utilizing approximately \$41,000 of the Phil Schleimer bequest principal to offset new development costs. The Board voted to re-pay the Fund within three years. In 2010 \$38,000 was transferred from this account to cover a short-term cash flow issue. In 2010, \$27,000 of the \$81,000 loan to operations was been repaid. \$54,000 was repaid in 2011.

7. Total Fund Balance Reserve

The total fund balances which RESIST should not fall below is the combined total of the Memorial Funds, Operating Fund and Board Reserve. Currently this amount is \$301,186. The Finance Committee will be exploring the use of reserve fund income to offset general operating costs.

8. Marianne Wells Bequest

In 2009 the Board voted on the use of the distribution of \$100,000 from the Estate of Marianne Wells as follows:

1. Use \$50,000 to boost the remaining 3 grant cycles of 2009 and use any leftover funds in 2010.
2. Use \$10,000 to upgrade and make changes to the *Newsletter* and the website.
3. Use \$3,000 in 2010 to increase the Newsletter budget for printing expenses.
4. Use \$28,100 to implement a major donor program and boost direct mail efforts.

While these funds have been allocated, the Trustees of the Estate did not release the beneficiary distributions until December, 2010. In 2011, \$25,000 was used to support the major donor and direct mail programs.

9. C. Edwin Baker Bequest

In 2010, RESIST received a bequest in the amount of \$250,000 from the Estate of RESIST donor C. Edwin Baker. The Board voted on the distribution of the bequest as follows:

1. \$100,000 to be used for general operating support.
2. \$15,000 to set up the Ed Baker Memorial Fund.
3. \$135,000 to use as the base for increasing the maximum grant award from \$3,000 to \$4,000. The funds will be expended over the course of five years- giving RESIST a chance to develop new fundraising strategies to stabilize the increase.

In 2011, RESIST used \$30,000 to support the grantmaking program.

FY 2012 Special Notes

Major Donor Solicitations and Program Costs

This budget reflects projections of an increase in income from current and new major donors in 2012. Major donors are defined as donors giving over \$500 in a single year. The Fundraising Committee has been analyzing major donor giving and is basing this assessment on implementation of the new major donor campaign in 2011.

This budget reflects both income and expenses to implement the major donor program. On the expense side it includes the cost of travel and lodging for major donor visits.

Special Event Income/Expenses

This budget reflects a financial request of \$5,500 for expenses related to planning or hosting special events such as house parties in 2012. It includes revenue projections of \$10,000 from special event fundraising.

Professional Fees/Accounting

There have been and will continue to be significant increases in this line item. These increases are due to: 1) costs affiliated with charitable registration in each state; and 2) increased oversight required by the IRS. At the direction of the Finance Committee, Meredith Smith has been handling the annual charitable registrations. The IRS has dramatically increased the level of scrutiny required by auditors for nonprofit organizations. This means that the amount of information that RESIST must provide to Linda Smith will increase as well as the corresponding time she will be required to spend reviewing and testing the data. Because of our size, RESIST had an extra year to comply with the new standards- but as of 2010 RESIST was required to comply with the new standards.

Benchmarks:

In the past, RESIST's direct grant program and communications expenses (exclusive of administration of the programs) have been close to or exceeding 50% of the total annual budget. In the last several years, as expenses have outpaced income, grant spending has not been able to remain stable as other costs have increased. As a result, direct program expenses are now approximately 40% of the annual budget, our long term goal is to bring this ratio back up to 50% or more.

Bottom Line

This Finance Committee recommends the FY2012 Budget to the Board.

Restricted Income:

In 2010 the Board voted to set up the Ed Baker Memorial Fund and in 2008 the Board voted to set up an additional named fund in Memory of Sharon Kurtz- both were former RESIST donors who passed away. This budget reflects a projection of a decrease of \$200 in FY12.

Total Income:

The projection for 2012 is approximately \$80,570 more in revenue in comparison to the budget for FY11 (a 10% increase).

Fund-raising Strategies Proposed for 2011

RESIST's income to expense ratio has decreased over the last few years (with the exception of increased 40th Anniversary giving in 2007). Whereas RESIST benefited from the economic boom of the 1990s, RESIST has continued to experience a proportional drop during the economic downturn of the current market. RESIST has also been negatively impacted by the re-direction of donor funds in response to general elections, political crisis and natural disasters. This is congruent with the experience of other social justice foundations- which have reported a reduction in both major and sustaining gifts. Given that RESIST will also encounter some decreases in the traditional sources of funding, two emphases are suggested for the coming year:

1. Increase outreach to potential major donors.

Continue implementation of this long-term sustainable income stream. Board members should work in conjunction with the new director of development to make calls and/or visits to current major donors.

2. Expand the base through expansion of the prospect mailing program.

RESIST will continue to engage in an aggressive donor acquisition project. It is important to maintain donor acquisition to offset (and move past) donor attrition. The costs and benefits of this strategy are already included in the FY12 budget.

3. Hold two house parties to increase giving

4. Expand Use of Electronic Technology to Increase E-Giving

Given the drop in giving from e-newsletter recipients, expand the use of electronic technology to increase donations from e-newsletter recipients and other donors. In addition, an e-prospecting program will be developed in order to add a new income stream.

Expenses

Fundraising Costs

- *Internal Mailings:* A 20% increase in costs (\$8,860) reflects higher printing, postage and mailhouse expenses. The majority of these costs will be directly related to the addition of several thousand new donors who will receive renewal mailings in 2012.
- *Prospect Mailings:* Costs are budgeted to increase 27%. A portion of this increase reflects higher printing, postage and mailhouse expenses. \$10,000 will be targeted to develop the new e-prospecting campaign. Funds to cover the new e-prospecting campaign will come from the Schleimer Bequest with an expected repayment period of three years.
- *House Parties:* The significant increase in this line item represents costs to hold several house parties in different parts of the country during 2012. House parties will be timed, to the extent possible, to coincide with grant or communications related conferences.
- *Administrative Fees:* This line item represents fees paid for e-fundraising to Groundspring and Network for Good.

Program Costs

Grant Program:

- Grant support allocations will increase by \$3,000 utilizing funds from the Ed Baker Bequest. This budget also includes funding for Baker, Holmes, Kurtz and Salzman Memorial Grant awards. This small increase reflects the fact that the Board added over \$24,000 to the FY2011 budget.

Communications:

- Overall, *Newsletter* expenses should be down slightly in 2012. Almost 3,000 subscribers were removed from the *Newsletter* mailing list over the summer over the last two years. This will reduce printing, postage and mailhouse costs for 2012. This line item may need to be evaluated if a significant number of new donors end up receiving the paper version of the *Newsletter*.
- There were two 12-page issues in 2011 (Jan/Feb and Mar/Apr) and four 8-page issues. The publication plan will be the same for 2012.
- *Website costs* include \$1,800 left over from the \$7,000 the board set aside for the website redesign in 2010. This will be used to continue ironing out kinks and creating features on the new site.

Administrative Costs

Personnel:

- Total personnel costs are projected to increase by 16% (\$49,212).
- A 20% increase in the salary line item of \$38,672 reflects: 1) a COLA increase of 3.5% and a base raise of .5%- for current staff (excluding Saif), a total of a 4% increase over 2011; 2) It also includes the full year cost of salary for Ravi Khanna; and 3) the expansion of the Communications Direction position from half to full-time.
- For 2012, the health insurance projection assumes 3 family plans and one individual plan for health insurance; 3 family plans and one individual plan for dental insurance. Health insurance providers are expected to request premium increases of 4% in April 2012. As a result, the health insurance projection for 2011 is \$86,772- a \$3,337 increase.

State Filing Fees: Represents the costs of annual charitable registration fees.

Bank and Credit Card Fees: these are all fees paid for credit card usage and credit card processing fees paid to Sage.

Equipment Rental and Maintenance: The Océ copier and Pitney Bowes postage meter costs have been allocated across categories (grants, fundraising and administration). The fees for the Poland Spring water cooler are also found here. These items do not reflect significant increases over current costs.

RESIST, INC.
Statement of Activities - Short Form
Year to Date as of November 30, 2011

	<u>YTD ACTUAL</u> November 30	<u>YTD BUDGET</u> November 30	<u>+/-</u> <u>BUDGET</u>	<u>ANNUAL</u> <u>BUDGET</u>
SUPPORT AND REVENUES				
Internal Mailings	287,622	260,900	26,722	376,000
Prospecting	31,202	34,040	(2,838)	68,000
Special Contributions	189,810	179,750	10,060	308,075
Special Event Income	160	0	160	5,000
Misc. Revenue	1,303	1,435	(132)	2,200
Investment Income	3,523	4,500	(977)	5,500
Realized Gain (Loss)	2,335	975	1,360	1,000
Unrealized Gain (Loss)	(19,159)	19,000	(38,159)	30,000
	<u>496,796</u>	<u>500,600</u>	<u>(3,804)</u>	<u>795,775</u>
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	30,037	40,345	(10,308)	43,600
Prospect Mailing Costs	55,003	51,500	3,503	60,850
Major Donor Costs	0	80	(80)	150
Special Event Costs	0	700	(700)	700
Misc. Fundraising Costs	7,891	5,429	2,462	5,950
Total Fundraising Costs	<u>92,931</u>	<u>98,054</u>	<u>(5,123)</u>	<u>111,250</u>
<i>Program</i>				
Grants Program	294,568	260,575	33,993	309,200
Communications Program	36,428	42,955	(6,527)	44,400
Total Program Costs	<u>330,996</u>	<u>303,530</u>	<u>27,466</u>	<u>353,600</u>
<i>Other</i>				
Personnel	287,299	277,721	9,578	301,629
General and Administrative	84,617	95,150	(10,533)	103,909
Board Expenses	2,029	2,750	(721)	3,250
Total Other Costs	<u>373,945</u>	<u>375,621</u>	<u>(1,676)</u>	<u>408,788</u>
Total Expense	<u>797,872</u>	<u>777,205</u>	<u>20,667</u>	<u>873,638</u>
CHANGE IN NET ASSETS	(301,076)	(276,605)	(24,471)	(77,863)
NET ASSETS, BEGINNING OF YEAR	<u>841,947</u>	<u>841,947</u>		<u>841,947</u>
NET ASSETS, END OF YEAR	<u>540,871</u>	<u>565,342</u>		<u>764,084</u>

RESIST, INC.

Statement of Activities - Long Form

Year to Date as of November 30, 2011

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	November 30	November 30	BUDGET	BUDGET
SUPPORT AND REVENUES				
Internal Mailings				
Pledges	114,329	123,300	(8,971)	150,000
Newsletter	36,583	32,100	4,483	43,000
ABC/House mailings	136,710	105,500	31,210	183,000
Total Internal Mailings	287,622	260,900	26,722	376,000
Prospecting	31,202	34,040	(2,838)	68,000
Special Contributions				
Bequests	55,000	35,000	20,000	35,000
Board Fundraising	1,196	500	696	600
E-Fundraising	0	400	(400)	600
Employer Matching Grants	175	250	(75)	300
Foundations	30,000	5,000	25,000	5,000
Major Donors	101,501	126,500	(24,999)	250,000
Unsolicited	1,898	6,000	(4,102)	15,000
Baker Memorial Fund	0	750	(750)	1,000
Holmes Memorial Fund	0	0	0	75
Kurtz Memorial Fund	40	350	(310)	500
Total Special Contributions	189,810	174,750	15,060	308,075
Special Event Income				
House Parties	0	5,000	(5,000)	5,000
Individual Contributions	160	0	160	5,000
Total Special Event Income	160	5,000	(4,840)	5,000
Misc. Revenue				
Fiscal Sponsorship Fees	55	100	(45)	100
NWTRCC	605	1,300	(695)	1,500
Royalties	33	100	(67)	100
Merchandise Sales	609	435	174	1,000
Merchandise Expenses	0	(500)	500	(500)
Total Other Revenue	1,302	1,435	(133)	2,200
Investment Income				
Dividends and Interest	3,523	4,500	(977)	5,500
Realized Gain (Loss)	2,335	975	1,360	1,000
Unrealized Gain (Loss)	(19,159)	19,000	(38,159)	30,000
Total Investment Income	(13,301)	24,475	(37,776)	36,500
Total Income	496,795	500,600	(3,805)	795,775

RESIST, INC.

Statement of Activities - Long Form

Year to Date as of November 30, 2011

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	November 30	November 30	BUDGET	BUDGET
Expense				
Fundraising Costs				
Internal Mailing Costs				
Pledge Program				
Printing	1,255	2,175	(920)	2,300
Postage	2,116	2,330	(214)	2,500
Mailhouse	2,265	2,440	(175)	2,700
Consultant	175	0	175	0
Total Pledge Program	5,811	6,945	(1,134)	7,500
ABC/House Mailings				
Printing	5,361	9,800	(4,439)	10,000
Postage	5,159	6,600	(1,441)	6,600
Mailhouse	3,059	4,500	(1,441)	7,000
Consultant	10,647	12,500	(1,853)	12,500
Total ABC/House Mailings	24,226	33,400	(9,174)	36,100
Total Internal Mailing Costs	30,037	40,345	(10,308)	43,600
Prospect Mailing Costs				
Printing	20,132	18,500	1,632	18,500
Postage	22,192	18,500	3,692	18,500
Mailhouse	3,922	3,700	222	10,000
Consultants	2,875	5,200	(2,325)	8,250
Photos and Graphics	350	1,100	(750)	1,100
List Rentals	5,531	4,500	1,031	4,500
Total Prospect Mailing Costs	55,002	51,500	3,502	60,850
Major Donor Costs				
Printing	0	40	(40)	75
Postage	0	40	(40)	75
Total Major Donor Costs	0	80	(80)	150
Special Events				
House Parties	0	500	(500)	500
Printing	0	100	(100)	100
Postage	0	100	(100)	100
Total Special Events	0	700	(700)	700
Misc. Fundraising Costs				
Administrative Fees	383	125	258	200
Books and Subscriptions	1,659	1,750	(91)	2,000
Equipment Rental and Maintenance	134	139	(5)	150
Printing	3,632	745	2,887	750
Postage	1,933	1,695	238	1,750
Promo Merchandise	0	400	(400)	500
Supplies	36	75	(39)	100
Travel and Meetings	114	500	(386)	500
Total Misc. Fundraising Costs	7,891	5,429	2,462	5,950
Total Fundraising Costs	92,930	98,054	(5,124)	111,250

RESIST, INC.

Statement of Activities - Long Form

Year to Date as of November 30, 2011

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	November 30	November 30	BUDGET	BUDGET
Program Costs				
Communications Program				
Newsletter Costs				
Printing	14,057	18,500	(4,443)	18,500
Postage	12,458	11,350	1,108	11,500
Mailhouse	6,350	7,280	(930)	8,500
Consultants	1,285	3,000	(1,715)	3,000
Photos and Graphics	190	400	(210)	400
Total Newsletter Costs	34,340	40,530	(6,190)	41,900
Website & Internet	2,088	2,425	(337)	2,500
Total Communications Program	36,428	42,955	(6,527)	44,400
Grants Program				
Grant Allocations				
General Support Grants	221,900	195,500	26,400	221,000
Multi-Year Grants	60,000	48,000	12,000	60,000
Accessibility Grants	0	3,000	(3,000)	5,000
Emergency Grants	3,000	3,500	(500)	4,000
Technical Assistance Grants	2,500	5,000	(2,500)	6,500
NWTRCC Grants	1,140	500	640	1,000
Baker Memorial Grant	0	0	0	500
Cohen Memorial Grant	0	0	0	0
Holmes Memorial Grant	0	0	0	500
Kurtz Memorial Grant	0	0	0	500
Salzman Memorial Grant	0	0	0	4,000
Total Grant Allocations	288,540	255,500	33,040	303,000
Equipment Rental	2,395	2,475	(80)	2,700
Library	0	30	(30)	30
Membership and Dues	400	0	400	30
Printing	325	820	(495)	850
Postage	320	630	(310)	1,500
Travel and Meetings	2,588	1,120	1,468	1,120
Supplies	0	0	0	0
Total Grants Program	294,568	260,575	33,993	309,230
Total Program Costs	330,996	303,530	27,466	353,630
Personnel				
Employee Salaries	180,970	178,148	2,822	193,448
Payroll Taxes	15,908	18,216	(2,308)	19,296
Pension Plan Match	6,584	6,976	(392)	7,610
Health Insurance	83,435	73,105	10,330	80,000
Workers Compensation	401	775	(374)	775
Staff Development	0	500	(500)	500
Total Personnel	287,298	277,720	9,578	301,629
General and Administrative				
Advertising and Outreach	1,560	2,375	(815)	2,500
Books & Subscriptions	0	250	(250)	250
Depreciation and Amortization	0	0	0	2,000
Dues, Fees and Fines				
Bank & Credit Card Fees	4,135	4,000	135	5,500
Dues	0	200	(200)	200
Finance Charges	24	245	(221)	250

RESIST, INC.

Statement of Activities - Long Form

Year to Date as of November 30, 2011

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	November 30	November 30	BUDGET	BUDGET
Late Fees	1,674	250	1,424	250
Total Dues, Fees and Fines	5,833	4,695	1,138	6,200
Equipment Rental & Maintenance	1,586	2,150	(564)	2,200
Filing Fees - State	4,258	3,800	458	3,800
Insurance				
Director and Officers	2,225	2,400	(175)	2,400
Liability	(130)	750	(880)	750
Property	1,022	1,000	22	1,000
Total Insurance	3,117	4,150	(1,033)	4,150
Minor Office Equipment	576	2,000	(1,424)	2,000
Occupancy expenses				
Rent	40,965	41,070	(105)	44,865
Repairs and Maintenance	0	250	(250)	250
Utilities	3,010	3,524	(514)	3,800
Sub Lease (rent)	(17,925)	(16,927)	(998)	(18,486)
Sub Lease (utilities)	(378)	(1,445)	1,067	(1,520)
Total Occupancy expenses	25,672	26,472	(800)	28,909
Printing & Copying	2,741	396	2,345	400
Postage, Shipping, Delivery				
US Post Office	496	625	(129)	900
Postage Due/BRE Costs	4,019	3,770	249	4,250
Total Postage, Shipping, Delivery	4,515	4,395	120	5,150
Professional Fees				
Accounting	22,625	22,800	(175)	24,000
Brokerage fees	838	1,350	(512)	1,500
Consultant	3,928	5,500	(1,572)	5,500
Temporary Help	0	5,000	(5,000)	5,000
Total Professional Fees	27,391	34,650	(7,259)	36,000
Supplies	2,874	3,492	(618)	3,800
Telephone	2,050	2,525	(475)	2,750
Travel & Meeting Expenses				
Conference & Meeting Fees	0	500	(500)	500
Meals & Food	615	300	315	300
Travel	1,832	3,000	(1,168)	3,000
Total Travel & Meeting Expenses	2,447	3,800	(1,353)	3,800
Total General and Administrative	84,620	95,150	(10,530)	103,909
Board Expense				
Postage	36	42	(6)	50
Travel	1,380	2,035	(655)	2,500
Food	613	673	(60)	700
Total Board Expense	2,029	2,750	(721)	3,250
Total Expense	797,873	777,204	20,669	873,668
Net Ordinary Income	(301,078)	(276,604)	(24,474)	(77,893)
Total Increase (Decrease) in Net Assets	(301,078)	(276,604)	(24,474)	(77,893)
Net Assets, Beginning of Year	841,947	841,947		841,947
Net Assets, End of Period	540,869	565,343		764,054

RESIST, INC.
Budget 2012 - 1st Draft

	2008	2009	2010	2011 Budget	2011 YTD	2012 Budget	% Change
Income							
Internal Mailings							
Pledges	140,008	140,338	147,302	150,000	114,329	157,000	105%
Newsletter	42,725	49,871	40,952	43,000	36,583	50,000	116%
ABC/House mailings	198,548	187,359	176,637	183,000	136,710	219,000	120%
Total Internal Mailings	381,280	377,568	364,891	376,000	287,622	426,000	113%
Prospecting	58,955	45,107	66,479	68,000	31,202	77,000	113%
Special Contributions							
Bequests	44,862	51,227	373,753	35,000	55,000	40,000	114%
Board Fundraising	900	100	0	600	1,196	1,000	167%
E-Fundraising Campaigns	0	0	360	600	0	2,500	417%
Employer Matching Grants	740	293	214	300	175	300	100%
Foundations	2,000	22,000	2,000	5,000	30,000	10,000	200%
Major Donors	0	0	274,153	250,000	101,501	275,000	110%
Unsolicited	155,745	177,524	1,255	15,000	1,898	5,000	33%
Baker Memorial Fund	0	0	0	1,000	0	1,000	100%
Holmes Memorial Fund	150	150	225	75	0	75	100%
Kurtz Memorial Fund	8,625	1,845	250	500	40	300	60%
Total Special Contributions	213,022	253,139	652,210	308,075	189,810	335,175	109%
Special Event Income							
Auction	200	13,119	125	0	0	0	
Advertising	0	0	0	0	0	0	
Corporate Sponsors	956	1,591	0	0	0	0	
Foundation Grants	0	0	0	0	0	0	
House Parties	0	2,486	3,521	5,000	0	10,000	200%
In-Kind Gifts or Services	0	0	0	0	0	0	
Individual Donors	185	0	0	0	160	0	
Misc Income	992	0	0	0	0	0	
Organizational Sponsors	0	0	0	0	0	0	
Raffle	0	330	0	0	0	0	
Ticket Sales	0	0	0	0	0	0	
Total Special Event Income	2,333	17,526	3,646	5,000	160	10,000	200%
Misc. Revenue							
Fiscal Sponsorship Fees	167	143	293	100	55	70	70%
In Kind Goods or Services	25	0	0	0	0	0	
NWTRCC	2,909	1,554	6,944	1,500	605	1,500	100%
Royalties	90	76	106	100	33	100	100%
Merchandise Sales	1,868	704	1,117	1,000	609	1,000	100%
Merchandise Expenses	40	(610)	(1,014)	(500)	0	(1,000)	200%
Total Other Revenue	5,099	1,867	6,846	2,200	1,302	1,670	76%
Investment Income							
Dividends and Interest	15,619	5,026	4,018	5,500	3,421	5,500	100%
Total Investment Income	15,619	5,026	4,018	5,500	3,421	5,500	100%
Realized Gain (Loss)	(4,896)	(9,521)	3,440	1,000	2,143	1,000	100%
Unrealized Gain (Loss)	(49,275)	29,857	27,706	30,000	(45,451)	20,000	67%
Total Income	622,138	720,571	1,129,236	795,775	470,209	876,345	110%

RESIST, INC.
Budget 2012 - 1st Draft

	2008	2009	2010	2011 Budget	2011 YTD	2012 Budget	% Change
Expense							
Internal Mailing Costs							
Pledge Program							
Printing	1,460	2,175	1,945	2,300	885	2,300	100%
Postage	1,771	1,484	2,369	2,500	2,056	2,500	100%
Mailhouse	2,099	2,295	2,526	2,700	2,070	2,800	104%
Consultant	0	1,755	0	0	175	0	
Total Pledge Program	5,330	7,709	6,840	7,500	5,186	7,600	101%
ABC/House Mailings							
Printing	6,654	8,273	8,941	10,000	5,361	13,000	130%
Postage	4,337	4,554	6,380	6,600	5,159	8,580	130%
Mailhouse	3,286	9,892	3,325	7,000	3,059	9,100	130%
Consultant	8,424	13,688	11,893	12,500	10,647	14,000	112%
Total ABC/House Mailings	22,701	36,408	30,539	36,100	24,226	44,680	124%
Total Internal Mailing Costs	28,031	44,116	37,379	43,600	29,412	52,280	120%
Prospect Mailing Costs							
Printing	15,825	15,472	17,191	18,500	20,132	20,000	108%
Postage	16,200	17,404	18,183	18,500	22,192	20,000	108%
Mailhouse	6,682	6,201	9,837	10,000	3,922	10,000	100%
Consultants	6,096	5,115	8,074	8,250	2,875	10,000	121%
Photos and Graphics	840	1,010	1,030	1,100	350	1,250	114%
List Rentals	4,659	6,415	3,549	4,500	5,531	16,000	356%
Total Prospect Mailing Costs	50,301	51,617	57,864	60,850	55,002	77,250	127%
Major Donor Costs							
Printing	0	0	0	75	0	500	667%
Postage	0	0	0	75	0	500	667%
Consultants	0	0	300	0	0	0	
Total Major Donor Costs	0	0	300	150	0	1,000	667%
Special Events							
Anniversary Events	(900)	0	0	0	0	0	
Auction	0	2,053	0	0	0	0	
Consultant	0	0	0	0	0	0	
House Parties	0	60	155	500	0	5,500	1100%
Printing	0	0	0	100	0	0	0%
Postage	0	913	0	100	0	0	0%
Mailhouse	0	0	0	0	0	0	
Total Special Events	(900)	3,027	155	700	0	5,500	786%
Misc. Fundraising Costs							
Administrative Fees	993	162	28	200	383	500	250%
Books and Subscriptions	1,619	0	3,097	2,000	1,659	2,000	100%
Equipment Rental & Maintenance	0	0	114	150	124	150	100%
Printing	60	0	628	750	2,472	750	100%
Postage	1,395	2,100	1,560	1,750	1,933	2,000	114%
Supplies	77	109	86	100	36	100	100%
Promo Merchandise	0	329	0	500	0	500	100%
Travel and Meetings	0	0	189	500	114	500	100%
Misc.	0	160	0	0	0	0	
Total Misc. Fundraising Costs	4,144	2,860	5,702	5,950	6,721	6,500	109%
Communications Program							
Newsletter Costs							
Printing	20,932	18,613	17,411	18,500	14,057	19,000	103%
Postage	9,030	8,789	10,932	11,500	12,458	12,000	104%
Mailhouse	6,333	8,326	7,310	8,500	6,350	9,000	106%
Consultants	785	350	224	3,000	635	700	23%
Photos and Graphics	200	190	334	400	190	400	100%
Total Newsletter Costs	37,280	36,268	36,211	41,900	33,690	41,100	98%
Website & Internet	1,482	1,570	6,539	2,500	2,088	2,600	104%
Total Communications Program	38,761	37,838	42,750	44,400	35,778	43,700	98%

RESIST, INC.
Budget 2012 - 1st Draft

	2008	2009	2010	2011 Budget	2011 YTD	2012 Budget	% Change
Grants Program							
Grant Allocations							
General Support Grants	175,000	204,000	190,000	242,500	221,900	250,000	103%
Multi-Year Grants	81,000	36,000	66,000	63,000	60,000	60,000	95%
Emergency Grants	0	1,000	4,000	4,000	3,000	3,500	88%
Technical Assistance Grants	3,990	4,000	8,500	6,500	2,500	6,000	92%
Accessibility Grants	2,000	5,700	4,300	5,000		4,000	80%
NWTRCC Grants	3,334	1,343	5,857	1,000	1,140	1,500	150%
Baker Memorial Grant	0	0	500	500	0	500	100%
Cohen Memorial Grant	0	0	0	500	0	500	100%
Holmes Memorial Grant	0	500	500	500	0	500	100%
Kurtz Memorial Grant	0	500	500	500	0	500	100%
Salzman Memorial Grant	0	3,000	3,000	4,000	0	4,000	100%
Total Grant Allocations	265,324	256,043	283,157	328,000	288,540	331,000	101%
Equipment Rental	0	2,605	2,373	2,700	2,181	2,900	107%
Library	106	29	0	30	0	0	0%
Membership and Dues	0	0	0	0	400	400	
Printing	1,777	728	689	850	325	800	94%
Postage	977	757	1,344	1,500	320	750	50%
Travel and Meetings	0	0	2,566	1,120	2,588	3,000	268%
Total Grants Program	268,184	260,162	290,129	334,200	294,354	338,850	101%
Personnel							
Employee Salaries	177,738	171,120	157,900	193,448	180,970	232,120	120%
Payroll Taxes	14,989	14,765	13,264	19,296	15,908	20,890	108%
Pension Plan Match	7,303	6,736	6,316	7,610	6,584	9,284	122%
Health Insurance	31,381	39,810	62,099	80,000	83,435	86,772	108%
Workers Compensation	(17)	142	403	775	401	775	100%
Staff Development	2,012	613	200	500	0	1,000	200%
Total Personnel	233,406	233,186	240,182	301,629	287,298	350,841	116%
General and Administrative							
Advertising and Outreach	2,240	1,780	3,100	2,500	1,560	2,500	100%
Books & Subscriptions	0	0	179	250	0	250	100%
Depreciation and Amortization	0	1,034	1,209	2,000	0	1,600	80%
Donated Materials and Supplies	0	0	0	0	0	0	
Dues, Fees and Fines							
Bank & Credit Card Fees	3,183	5,065	4,394	5,500	3,790	5,500	100%
Dues	0	125	0	200	0	200	100%
Finance Charges	87	221	174	250	24	100	40%
Late Fees and Fines	351	505	287	250	1,642	250	100%
Total Dues, Fees and Fines	3,620	5,916	4,855	6,200	5,456	6,050	98%
Equipment Rental & Maintenance	2,810	1,323	2,061	2,200	1,530	2,200	100%
Filing Fees - State	2,817	3,395	3,136	3,800	4,258	5,000	132%
Insurance							
Director and Officers	2,596	2,225	2,225	2,400	2,225	2,400	100%
Liability	67	218	572	750	(130)	750	100%
Property	890	964	987	1,000	1,022	1,250	125%
Total Insurance	3,553	3,407	3,784	4,150	3,117	4,400	106%
Minor Office Equipment	(460)	712	3,657	2,000	576	2,000	100%
Occupancy expenses							
Rent	39,150	40,838	41,400	44,865	40,965	48,030	107%
Repairs and Maintenance	0	0	0	250	0	250	100%
Utilities	3,683	3,171	3,801	3,800	2,868	3,500	92%
Sub Lease (rent)	(14,850)	(16,875)	(17,100)	(18,486)	(17,925)	(20,100)	109%
Sub Lease (utilities)	(1,137)	(1,027)	(1,490)	(1,520)	(378)	(1,500)	99%
Total Occupancy expenses	26,846	26,107	26,611	28,909	25,530	30,180	104%
Printing & Copying	1,990	1,010	199	400	441	650	163%

RESIST, INC.
Budget 2012 - 1st Draft

	2008	2009	2010	2011 Budget	2011 YTD	2012 Budget	% Change
Postage, Shipping, Delivery							
US Post Office	1,697	516	856	900	496	900	100%
Postage Due/BRE Costs	4,587	3,811	3,608	4,250	4,019	5,000	118%
Total Postage, Shipping, Delivery	6,284	4,327	4,464	5,150	4,515	5,900	115%
Professional Fees							
Accounting	21,620	20,200	20,544	24,000	22,625	27,000	113%
Brokerage fees	1,376	1,810	892	1,500	838	1,500	100%
Consultant	0	90	5,815	5,500	3,763	3,000	55%
Temporary Help	410	6,016	20,945	5,000	0	2,000	40%
Total Professional Fees	23,406	28,116	48,196	36,000	27,225	33,500	93%
Supplies	3,651	4,870	3,645	3,800	2,852	3,800	100%
Telephone	2,488	2,621	2,469	2,750	2,027	2,750	100%
Travel & Meeting Expenses							
Conference & Meeting Fees	545	0	1,438	500	0	500	100%
Meals & Food	485	319	883	300	559	750	250%
Travel	648	379	864	3,000	1,832	2,500	83%
Total Travel & Meeting Expenses	1,678	698	3,185	3,800	2,391	3,750	99%
Total General and Administrative	80,923	85,317	110,750	103,909	81,480	104,530	101%
Taxes	(265)	0	0	0	0	0	
Board Expense							
Postage	0	46	9	50	36	50	100%
Travel	1,097	1,685	2,006	2,500	1,380	2,500	100%
Food	287	500	670	700	613	750	107%
Total Board Expense	1,385	2,230	2,685	3,250	2,029	3,300	102%
Total Expense	704,236	720,353	787,896	898,638	792,074	983,751	109%
Net Ordinary Income	(82,098)	219	341,340	(102,863)	(321,865)	(107,406)	104%
Receivable Income/Transfer	0	0	0	73,000	30,000	40,000	55%
Net Income	(82,098)	219	341,340	(29,863)	(291,865)	(67,406)	226%

RESIST
2012 Budget

	FY08	FY09	2010	Budget 2011	As of 11/30/11	Budget 2012	% Change
Income							
Internal Mailings	\$381,280	377,568	364,891	\$376,000	\$287,622	\$426,000	113%
Prospect Mailings	\$58,955	45,107	66,479	\$68,000	\$31,202	\$77,000	113%
Special Contributions	\$213,022	253,139	\$652,210	\$308,075	\$189,810	\$335,175	109%
Special Events	\$2,333	\$17,526	\$3,646	\$5,000	\$160	\$10,000	200%
Investments	(\$38,494)	\$25,363	\$35,164	\$36,500	(\$39,887)	\$26,500	73%
Other	\$5,099	\$1,867	\$6,846	\$2,200	\$1,302	\$1,670	76%
Total Income	\$622,195	\$720,570	\$1,129,236	\$795,775	\$470,209	\$876,345	110%
Expenses							
<i>Fundraising</i>							
Internal Mailing Costs	\$28,031	\$44,116	\$37,379	\$43,600	\$29,412	\$52,280	120%
Prospect Mailing Costs	\$50,301	\$51,617	\$57,864	\$60,850	\$55,002	\$77,250	127%
Major Donor Costs	\$0	\$0	\$300	\$150	\$0	\$1,000	667%
Special Event Costs	(\$900)	\$3,027	\$155	\$700	\$0	\$5,500	786%
Misc. Fundraising Costs	\$2,526	\$2,860	\$5,702	\$5,950	\$6,721	\$6,500	109%
Total Fundraising Costs	\$79,958	\$101,620	\$101,400	\$111,250	\$91,135	\$142,530	128%
<i>Program</i>							
Grants	\$265,324	\$256,043	\$283,157	\$328,000	\$288,540	\$331,000	101%
Grants Program	\$2,860	\$4,119	\$6,972	\$6,200	\$5,814	\$7,850	127%
Newsletter	\$37,280	\$36,268	\$36,211	\$41,900	\$33,690	\$41,100	98%
Website	\$1,482	\$1,570	\$6,539	\$2,500	\$2,088	\$2,600	104%
Total Program Costs	\$306,946	\$298,000	\$332,879	\$378,600	\$330,132	\$382,550	101%
<i>Other</i>							
Personnel	\$233,406	\$233,186	\$240,182	\$301,629	\$287,298	\$350,841	116%
General and Administrative	\$82,793	\$85,317	\$110,750	\$103,909	\$81,480	\$104,530	101%
Board Expenses	\$1,385	\$2,230	\$2,685	\$3,250	\$2,029	\$3,300	102%
Total Other Costs	\$317,584	\$320,733	\$353,617	\$408,788	\$370,807	\$458,671	112%
Total Expenses	\$704,488	\$720,353	\$787,896	\$898,638	\$792,074	\$983,751	109%
Total Income (Loss)	(\$82,293)	\$217	\$341,339	(\$102,863)	(\$321,865)	(\$107,406)	104%
<i>Other Income/Expense</i>							
Ed Baker Bequest	\$0	\$0	\$0	\$30,000	\$30,000	\$30,000	
Marianne Wells Bequest	\$0	\$0	\$0	\$25,000	\$25,000	\$0	
Phil Schleimer Bequest	\$0	\$0	\$0	\$18,000	\$18,000	\$10,000	
Net Income (Loss)	(\$82,293)	\$217	\$341,339	(\$29,863)	(\$248,865)	(\$67,406)	226%
Direct Costs	2012						
Program	\$382,550	39%					
Fundraising	\$142,530	14%					
Administration	\$458,671	47%					
Total	\$983,751	100%					

2012 Payroll Calculations

FTE: 1	12/31/2003	2/8/2004	1/1/2005	1/1/2006	1/1/2007	1/1/2008	1/1/2009	1/1/2010	1/1/2011	4.5%	1/1/2011
Robin Carton	\$51,811.37	\$55,180.32	\$55,180.32	\$58,540.58	\$59,711.39	\$64,607.00	\$66,545.21	\$67,876.11	\$69,233.63	\$3,115.51	\$72,349.15
Yafreisy Mejia	\$36,000.00	\$38,340.64	\$38,340.64	\$40,675.43	\$41,488.94	\$44,891.03	\$46,237.76	\$47,162.52	\$48,105.77	\$2,164.76	\$50,270.53
Ravi Khanna	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$40,000.00	\$41,200.00	\$42,024.00	\$60,000.00	\$2,700.00	\$62,700.00
Saif Rahman	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$22,000.00	\$22,660.00	\$23,113.20	\$45,000.00	\$1,800.00	\$46,800.00
	\$87,811.37	\$93,520.96	\$93,520.96	\$99,216.01	\$101,200.33	\$171,498.03	\$176,642.97	\$180,175.83	\$222,339.40	\$9,780.27	\$232,119.68

Paid To as of 1/1/11	Gross	FICA 6.20%	FICA 1.45%	FWH	SWH	403(b) 4%	403(b) 6%	Net Pay
Robin Carton	\$1,331.42	\$55.92	\$19.30	\$126.00	\$54.44	\$53.26	\$79.89	\$942.62
Yafreisy Mejia	\$925.11	\$57.36	\$13.41	\$56.00	\$40.00	\$37.00	\$0.00	\$721.33
Christy Pardew (.5 FTE)	\$453.37	\$28.11	\$6.57	\$35.00	\$18.50	\$18.13	\$0.00	\$347.05
Ravi Khanna	\$1,115.00	\$69.13	\$16.17	\$90.00	\$46.57	\$44.60	\$0.00	\$848.53
Weekly Total	\$3,824.90	\$210.52	\$55.46	\$307.00	\$159.51	\$153.00	\$79.89	\$2,859.54

Paid To as of 1/1/12	Gross	FICA 6.20%	FICA 1.45%	FWH	SWH	403(b) 4%	403(b) 6%	Net Pay
Robin Carton	\$1,391.33	\$86.26	\$20.17	\$130.00	\$60.00	\$55.65	\$83.48	\$955.76
Yafreisy Mejia	\$966.74	\$59.94	\$14.02	\$60.00	\$44.00	\$38.67	\$0.00	\$750.11
Saif Rahman	\$900.00	\$55.80	\$13.05	\$55.00	\$40.00	\$36.00	\$0.00	\$700.15
Ravi Khanna	\$1,205.77	\$74.76	\$17.48	\$100.00	\$50.00	\$48.23	\$0.00	\$915.30
Weekly Total	\$4,463.84	\$276.76	\$64.73	\$345.00	\$194.00	\$178.55	\$83.48	\$3,321.32

	2011	2012
Robin	\$69,233.63	\$72,349.14
Federal Deductions: 5		
State Deductions: 3		
	FWH Wages: \$1198.27	
Yafreisy	\$48,105.77	\$50,270.53
Federal Deductions: 3		
State Deductions: 3		
	FWH Wages: \$914.23	
Saif	\$45,000.00	\$46,800.00
Federal Deductions: 1		
State Deductions: 1		
	FWH Wages: \$448.04	
Ravi	\$60,000.00	\$62,700.00
Federal Deductions: 5		
State Deductions: 3		
	FWH Wages: \$1080	
2011 Staff Total	\$222,339.40	2012 Total \$232,119.67

COLA 4%	\$222,339.40	\$8,893.58
Raise .5% (excludes Saif)	\$177,339.40	\$886.70
2011 Salary + 4.5%	\$222,339.40	\$9,780.27
		\$232,119.67

	100%	90%	80%
Health Insurance	\$84,000	\$75,600	\$67,200

Development Report
Board Meeting
December 4, 2011

Income Report and Projections for 2011

Total Income YTD	\$506,569*		
Projected In December	\$365,473		
Total Projected Income	\$872,042	Annual Budget:	\$757,075

Prospect

Income YTD	\$30,827		
Projected In December	\$40,000		
Total Projected Income	\$70,829	Annual Budget:	\$68,000

73,230 piece acquisition mailing went out between 11/15 – 11/29. Responses are coming in. As of Monday, we had already received over 700 responses. We have not done the deposits yet, so do not know how much money has come in.

Renewal

Income YTD	\$136,585		
Projected In December	\$116,000		
Total Projected Income	\$252,585	Annual Budget:	\$183,000

Over 8,000 piece renewal mailing went out just before Thanksgiving. We are planning to send a reminder/follow-up mailing in a couple of weeks and an email follow-up right before the end of the year.

Pledge

Income YTD	\$113,654		
Projected in December	\$31,473		
Total Projected Income	\$145,127	Annual Budget:	\$150,000

We are about \$9,300 behind last year in our pledge income. There are 13 major donor level pledge supporters who are either lapsed or late. I am going to ask some help from Development Committee members to call these 13 pledge contributors. In addition there are another 113 smaller lapsed pledge contributors. We just sent them a letter asking the consider renewing their giving.

Major Donor

Income YTD	\$100,501		
Projected in December	\$168,000		
Total Projected Income	\$268,501	Annual Budget:	\$250,000

We just sent out close to 300 major donor letters. Most of this income does come in at the end of the year. We will follow-up with select phone calls and emails.

Newsletter

Income YTD	\$36,583		
Projected in December	\$10,000		
Total Projected Income	\$46,583	Annual Budget:	\$43,000

The November/December Newsletter went out about a month late. We still think we will exceed the income budgeted.

Bequests

Income YTD	\$55,000		
Projected in December			
Total Projected Income	\$55,000	Annual Budget:	\$3
5,000			

Foundations

Income YTD:	\$30,000		
Projected in December:			
Total Projected Income:	\$30,000	Annual Budget:	\$5,000

Events/Board

Income YTD:	\$1,306		
Projected in December:			
Total Projected Income:	\$1,306	Annual Budget:	\$5,473

** Not all revenue included in break-down below*

**Grant Requests and Awards
December 2011**

Organization	Request	Award	Type	Allocation	Special
Citizens for Safe Water Around Badger	\$4,000	\$4,000	MY	\$4,000	
Generation Welcome Home	\$4,000	\$4,000	MY	\$4,000	
Student/Farmworker Alliance	\$4,000	\$4,000	MY	\$4,000	
Albuquerque Center for Peace and Justice	\$4,000	\$4,000	MY	\$4,000	
Center for Justice, Peace, and Environment	\$4,000	\$4,000	MY	\$4,000	
Economic Justice Coalition	\$4,000	\$4,000	GS	\$4,000	
Witness for Peace - Southeast	\$4,000	\$2,000	GS	\$2,000	
Chattanooga Organized for Action	\$4,000	\$3,000	GS	\$3,000	
Cumberland Center for Justice and Peace	\$4,000	\$2,000	GS	\$2,000	
MataHari: Eye of the Day	\$4,000	\$4,000	GS	\$4,000	Hell Yes!
Texans United for Families	\$4,000	\$2,000	GS	\$2,000	
The Policy Institute	\$4,000	\$2,000	GS	\$2,000	
United Vision for Idaho	\$4,000	\$2,000	GS	\$2,000	
Chainbreaker Collective	\$4,000	\$2,500	GS	\$2,500	
Minnesota Citizens Federation - Northeast	\$4,000	\$2,000	GS	\$2,000	
People Organized in Defense of Earth and Her Resources	\$4,000	\$4,000	GS	\$4,000	
New Mexico Religious Coalition for Reproductive Choice	\$4,000	\$3,000	GS	\$3,000	
Justice Works!	\$4,000	\$2,000	GS	\$2,000	
Nebraskans Against the Death Penalty	\$4,000	\$1,000	GS	\$1,000	
Reflect and Strengthen	\$500	\$500	TA	\$500	
Center for Justice, Peace, and Environment	\$500	\$500	EG	\$500	
Direct Action Welfare Group	\$500	\$500	EG	\$500	
Economic Justice Coalition	\$500	\$500	EG	\$500	
Total	\$78,000	\$57,500		\$57,500	
Cycle Allocation	\$49,000				
Defer					
Urban EpiCenter					
Jobs with Justice - Central Florida					
Not Funded					
Allyship					
ARC Rutland Area					
Baltimore College Peace Network					
CURE - Nevada					
Educational Network for Global and Grassroots Exchange					
Fighting Against Injustice Towards Harmony					
Food for the World					
Oregon New Sanctuary Movement					
Peace Action - Maine					
Little Displacement Coalition					
The Steering Committee for the Honor Program					
Third Coast Workers for Cooperation					
Vermont Migrant Farmworker Solidarity Project					
Wayside Center for Popular Education					
Who Is My Neighbor?					

Grant Book
December 2011

Code	Grant#	Organization/Contact Person	Amount
Env	12/M01/11	Citizens for Safe Water Around Badger Laura Olah, E12629 Weigand's Bay South, Merrimac, WI 53561 608-643-3124 www.cswab.org for year 3 of multi-year funding to clean up of toxic waste at Badger Army Ammunition Plant and create healthy sustainable re-use plans.	\$4,000
Econ	12/M02/11	Operation Welcome Home Cynthia Lin, 1201 Williamson Street, Madison, WI 53703 608/695-3757 www.operationwelcomehome.wordpress.com for a collaborative of homeless and previously homeless people of color working for social justice and self-determination.	\$4,000
Labor	12/M03/11	Student/Farmworker Alliance Marc Rodriques, P.O. Box 603, Immokalee, FL 34143 239/657-8311 www.sfalliance.org year 3 of multiyear funding for a national network of students and youth organizing with farmworkers to eliminate sweatshop conditions and modern-day slavery in the fields.	\$4,000
Peace	12/M04/11	Albuquerque Center for Peace and Justice Mary Nakigan, 202 Harvard SE, Albuquerque, NM 87106 505/268-9557 www.abqpeaceandjustice.org to link individuals and organizations concerned with peace, social justice and economic issues.	\$4,000
CO/AR	12/M05/11	Center for Justice, Peace, and Environment Cheryl Distaso, P.O. Box 400, Fort Collins, CO 80522 970/419-8944 www.cjpe.org multi-year funding to create social justice, peace, and environmental integrity through direct action, public education and community-empowerment.	\$4,000
CA	12/G01/11	Witness for Peace - Southeast Gail Phares, 1105 Sapling Place, Raleigh, NC 27615 919/856-9468 www.wfpse.org for a faith based organization working to transform people and policies through education, advocacy, trainings, workshops and pilgrimages to Latin America for peace and justice.	\$2,000

Grant Book
December 2011

Code	Grant#	Organization/Contact Person	Amount
CO/AR	12/G02/11	Chattanooga Organized for Action Chris Brooks, 961 East Fifth Street, #1, Chattanooga, TN 37403 423/504-4484 www.chattaction.org to give people the tools they need to wage successful campaigns through direct action.	\$3,000
CO/AR	12/G03/11	Cumberland Center for Justice and Peace Leslie Lytle, P.O. Box 307, Sewanee, TN 37375 931/598-9979 www.ccjp.org to educate and empower the community of Franklin County and the surrounding Cumberland Plateau region to take action for social, cultural and environmental change that promotes justice and peace locally, nationally and globally.	\$2,000
CO/AR	12/G04/11	MataHari: Eye of the Day Monique Nguyen-Belizario, 33 Harrison Ave., Boston, MA 02111617/329-1783 www.eyeoftheday.org/ to mobilize, advocate with and strengthen the leadership capacity of historically marginalized, immigrants, communities of color and allies to organize against worker exploitation, familial and sexual violence, racism, heterosexism and oppression. Fiscal Sponsor: Third Sector New England Hell Yes! Grant	\$4,000
CO/AR	12/G05/11	Texans United for Families Bob Libal, 2604 E. Cesar Chavez, Austin, TX 78702 512/971-0487 tdonhutto.blogspot.com to end immigrant detention and to demand the recognition of human rights for all, regardless of immigration status. Fiscal Sponsor: Grassroots Leadership	\$2,000
CO/AR	12/G06/11	The Policy Institute Molly Severtson, P.O. Box 1362, Helena, MT 59624 406/442-5506 www.thepolicyinstitute.org for a progressive policy think-tank that provides support and expertise for activist agendas organizing against corporate economics.	\$2,000

Grant Book
December 2011

Code	Grant#	Organization/Contact Person	Amount
CO/AR	12/G07/11	<p>United Vision for Idaho Adrienne Evans, P.O. Box 2181, Boise, ID 83701 208/869-3131 www.uvidaho.org to improve the infrastructure of grassroots groups and the skills of their leaders and mobilize collaborative issue campaigns to change public policy.</p>	\$2,000
Econ	12/G08/11	<p>Chainbreaker Collective Tomas Rivera, 1515 5th Street, Santa Fe, NM 87505 505/989-3858 www.chainbreaker.org to expand access to affordable transportation and support economically and ecologically sustainable communities for low-income people in Northern New Mexico. Fiscal Sponsor: Earth Care International</p>	\$2,500
Econ	12/G09/11	<p>Economic Justice Coalition Ray MacNair, P.O. Box 1225, Athens, GA 30603 706/549-1142 www.econjustice.org to educate the community about economic disparities and to work towards implementing living wage and health benefit policies.</p>	\$4,000
Econ	11/G10/11	<p>Minnesota Citizens Federation - Northeast Buddy Robinson, 2110 W. First Street, #102, Duluth, MN 55806 218/727-0207 www.citizensfed.org to work towards economic justice with a particular focus on creating affordable health care for everyone.</p>	\$2,000
Env	12/G11/11	<p>People Organized in Defense of Earth and Her Resources (PODER) Susana Almanza, P.O. Box 6237, Austin, TX 78762-6237 512-472-9921 www.poder-texas.org to organize for environmental justice in East Austin.</p>	\$4,000
Health	12/G12/11	<p>New Mexico Religious Coalition for Reproductive Choice Joan Lamunyon Sanford, P.O. Box 66433, Albuquerque, NM 87193 505/890-1010 www.nmrcrc.org to ensure reproductive justice through the power of religious communities and provide a faith-based approach to counter the religious right's attack on reproductive justice in New Mexico.</p>	\$3,000

Grant Book
December 2011

Code	Grant#	Organization/Contact Person	Amount
Prison	12/G13/11	Justice Works! Lea Zengage, P.O. Box 1489, Lake Stevens, WA 98258 206/725-9189 www.justiceworks.info for a group of prisoners, ex-prisoners and allies organizing against racism in the criminal justice system.	\$2,000
Prison	12/G14/11	Nebraskans Against the Death Penalty Stacy Anderson, 941 O Street, #725, Lincoln, NE 68508 402/477-7787 www.napd.net to work towards abolishing the death penalty in Nebraska.	\$1,000
Youth	12/T01/11	Reflect and Strengthen Roselyn Berry, 614 Columbia Road, #R, Dorchester, MA 02125 617/442-2355 www.reflectandstrengthen.org for a technical assistance grant to enable the organization to have a smooth transition as founding members transition out and new leaders take over.	\$500
CO/AR	12/E01/11	Center for Justice, Peace, and Environment Cheryl Distaso, P.O. Box 400, Fort Collins, CO 80522 970/419-8944 www.cjpe.org for emergency funding to organize residents of the Wood Street Mobile Home Park who are being evicted to make way for a new upscale housing development.	\$500
Econ	12/E02/11	Direct Action Welfare Group (DAWG) Evelyn Dortch, P.O. Box 20079, Charleston, WV 25362 304/590-8080 info@wvdawg.org www.wvdawg.org for emergency funding to organize poor people to actively participate in the Occupy Movement events in West Virginia.	\$500
Econ	12/E03/11	Economic Justice Coalition Ray MacNair, P.O. Box 1225, Athens, GA 30603 706/549-1142 ll1954@aol.com www.econjustice.org for emergency funding to coordinate the efforts of Occupy Athens with other local economic justice groups representing primarily low-wage workers and	\$500

Grant Book
December 2011

Code	Grant#	Organization/Contact Person	Amount
-------------	---------------	------------------------------------	---------------

Total Number of Grants:	17 general support grants; 6 multi-year grants; 1 TA grant; 3 emergency grants; 13 not on agenda		
Total Amount Requested:	\$93,000		
Total Allocation for Cycle:	\$49,000		
Total Grants:	\$35,500 general support grants; \$20,000 multi-year grants; \$500 TA grants; \$1,500 emergency grants		
Total Allocated:	\$57,500		
Total # of Grants Allocated:	14 general support grants; 5 multi-year grants; 1 TA grant; 3 emergency grants		
Total # of Grants:	23		

Deferred:	Jobs with Justice – Central Florida, Urban EpiCenter
Hell Yes! Grants:	MataHari: Eye of the Day

December 2011 Grant Requests and Proxy

Multi-Year Grants

Renewal

1. Citizens for Safe Water Around Badger **\$4,000**
E12629 Weigand's Bay South, Merrimac, WI 53561 Laura Olah 608-643-3124 www.cswab.org
for year 3 of multi-year funding to clean up of toxic waste at Badger Army Ammunition Plant and create healthy sustainable re-use plans.

2. Operation Welcome Home **\$4,000**
1201 Williamson Street, Madison, WI 53703 Cynthia Lin 608/695-3757 www.operationwelcomehome.wordpress.com
for a collaborative of homeless and previously homeless people of color working for social justice and self-determination.

3. Student/Farmworker Alliance **\$4,000**
P.O. Box 603, Immokalee, FL 34143 Marc Rodriques 239/657-8311 www.sfalliance.org
year 3 of multiyear funding for a national network of students and youth organizing with farmworkers to eliminate sweatshop conditions and modern-day slavery in the fields.

New

4. Albuquerque Center for Peace and Justice **\$4,000**
202 Harvard SE, Albuquerque, NM 87106 Mary Nakigan 505/268-9557 www.abqpeaceandjustice.org
to link individuals and organizations concerned with peace, social justice and economic issues.

Decision: Full

Comments:

Strong references. Hosted RESIST for a local gathering in New Mexico. Are a hub for organizing in the community. Provide major support to the Occupy movement in Albuquerque.

5. Center for Justice, Peace, and Environment **\$4,000**
P.O. Box 400, Fort Collins, CO 80522 Cheryl Distaso 970/419-8944 www.cjpe.org
multi-year funding to create social justice, peace, and environmental integrity through direct action, public education and community-empowerment.

Decision: Full

Comments:

Think strategically about what it means to be a center for organizing.

6. Economic Justice Coalition **\$4,000**
P.O. Box 1225, Athens, GA 30603 Ray MacNair 706/549-1142 www.econjustice.org
to educate the community about economic disparities and to work towards implementing living wage and health benefit policies.

Decision: Full / **One Year Only**

Comments:

Active with Occupy Athens. Serious health issues with staff leave them in an uncertain position. Re-apply for multi-year next year.

General Support

Central America/Latin America and the Caribbean

7. Witness for Peace - Southeast

\$2,000

1105 Sapling Place, Raleigh, NC 27615 Gail Phares 919/856-9468 www.wfpse.org

for a faith based organization working to transform people and policies through education, advocacy, trainings, workshops and pilgrimages to Latin America for peace and justice.

Decision: Partial

Comments:

Marc worked with them in the past- they involved large numbers of people. Sent delegations and brought work back to the US. Greg also went on a delegation with them about 10 years ago. While the organization of the delegation was good- there was very little focus on what do to with the information once people returned. There was a concern about how focused the proposal was on Gail Phares- who is transitioning out. They have raised most of their money from Gail's church and one major donor. They are now moving from the older solidarity model to new model of organizing. Given the large, fairly new immigrant population in the area, it was surprising that almost all of the leadership was white.

Community Organizing/ Anti-Racism

8. Chattanooga Organized for Action

\$3,000

961 East Fifth Street, #1, Chattanooga, TN 37403 Chris Brooks 423/504-4484 www.chattaction.org

to give people the tools they need to wage successful campaigns through direct action.

Decision: Partial

Comments:

New group. Very diverse. Seem to be doing some amazing work.

9. Cumberland Center for Justice and Peace

\$2,000

P.O. Box 307, Sewanee, TN 37375 Leslie Lytle 931/598-9979 sllytle@blomand.net www.ccjp.org

to educate and empower the community of Franklin County and the surrounding Cumberland Plateau region to take action for social, cultural and environmental change that promotes justice and peace locally, nationally and globally.

Decision: Partial

Comments:

Very racist area. Active Klan movement there. Work with Highlander. Proposal needs to be read in light of the comments made by the references about their work.

10. MataHari: Eye of the Day

\$4,000

33 Harrison Ave., 5th Flr., Boston, MA 02111 Monique Nguyen-Belizario 617/329-1783 www.eyeoftheday.org

to mobilize, advocate with and strengthen the leadership capacity of historically marginalized, immigrants, communities of color and allies to organize against worker exploitation, familial and sexual violence, racism, heterosexism and oppression.

Decision: Full / **Hell Yes!**

Comments:

Strong references. Any service work they do is directly connected to their organizing. They are trusted across divides. Have even been asked to apply for government funding to do their work- which they turned down as too restricting. Ragini has done work with them.

11. Texans United for Families

\$2,000

c/o Grassroots Leadership, 2604 E. Cesar Chavez, Austin, TX 78702 Bob Libal 512/971-0487
to end immigrant detention and to demand the recognition of human rights for all, regardless of immigration status.

Decision: Partial

Comments:

Small budget. Doing good work at the local level, while being connected to larger national campaigns. Diversity is not impressive given the people who are most affected and there is no base building strategy. Do bring criminal justice reform, incarceration and immigrant rights issues together. Need to figure out how to do a bit more local fundraising.

12. The Policy Institute

\$2,000

P.O. Box 1362, Helena, MT 59624 Molly Severtson 406/442-5506 www.thepolicyinstitute.org
for a progressive policy think-tank that provides support and expertise for activist agendas organizing against corporate economics.

Decision: Partial

Comments:

Good references. Provide the underpinnings for organizing. Have the ability to articulate local level policy implications of larger issues.

13. United Vision for Idaho

\$2,000

P.O. Box 2181, Boise, ID 83701 Adrienne Evans 208/869-3131 www.uvidaho.org
to improve the infrastructure of grassroots groups and the skills of their leaders and mobilize collaborative issue campaigns to change public policy.

Decision: Partial

Comments:

Mixed references. In a tough place just now. Take a chance.

14. Urban EpiCenter

Defer

1215-9th Ave. North, Nashville, TN 37208 Matt Leber 615/419-1214 www.urbanepicenter.org
to organize for racial and economic justice with a radical vision of democracy which situate indigenous activists and poor and working-class people at the center of grassroots initiatives.

Decision: Defer

Comments:

Web site gives broader sense of the work than proposal. Salary for one staff person appears quite high at \$72,000. There are also contract wages of \$24,000. Unclear why. Would be a good idea to speak with folks at Center for Community Change who are working in the area. Issues to clarify for next meeting: 1) salary questions; 2) what does it mean to be a "cultural worker" in the community; and 3) if there are now fewer staff- how has this affected their work.

Economic Justice

15. Chainbreaker Collective

\$2,500

1515 5th Street, Santa Fe, NM 87505 Tomas Rivera 505/989-3858 www.chainbreaker.org
to expand access to affordable transportation and support economically and ecologically sustainable communities for low-income people in Northern New Mexico.

Decision: Partial

Comments:

Have really evolved from a bicycle collective to organizing work.

16. Minnesota Citizens Federation - Northeast

\$2,000

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

Decision: Partial

Comments:

No position on abortion, reproductive health care or lgbtq rights. However, if working towards a comprehensive health care system- should be able to take a position on these issues. Prescription parity and birth control are huge issues under universal insurance campaigns. They need a more sophisticated analysis of reproductive & queer issues beyond abortion.

Environmental Justice

17. People Organized in Defense of Earth and Her Resources (PODER)

\$4,000

P.O. Box 6237, Austin, TX 78762-6237 Susana Almanza 512-472-9921 www.poder-texas.org
to organize for environmental justice in East Austin.

Decision: Full

Comments:

Strong references and comes directly out of communities of color.

Health Care/HIV/AIDS

18. New Mexico Religious Coalition for Reproductive Choice

\$3,000

P.O. Box 66433, Albuquerque, NM 87193 Joan Lamunyon Sanford 505/890-1010 www.nmrcc.org
to ensure reproductive justice through the power of religious communities and provide a faith-based approach to counter the religious right's attack on reproductive justice in New Mexico.

Decision: Partial

Comments:

Provided additional information on their political positions. Good references. Open their office in solidarity to other groups since they are near the statehouse.

Labor and Employment Rights

19. Jobs with Justice - Central Florida

Defer

231 E. Colonial Drive, 1st Floor, Orlando, FL 32801 Denise Diaz 407/849-1799 www.jwj.org
to build alliances among labor, community, faith based and student groups to link worker right struggles with a larger campaign for economic and social justice.

Decision: Defer / References

Comments:

Need more references.

20. Vermont Migrant Farmworker Solidarity Project

\$4,000

P.O. Box 314, Underhill, VT 05489 Brendan O'Neill 802/825-1609 www.vtmfsp.org
to launch a campaign to stop the deportation of farm workers in the leadership of the organization, and improve the state's bias-free policing policy and protocols.

Peace / Anti-Militarism

21. Baltimore College Peace Network

3206 Montebello Terrace, Baltimore, MD 21214 Gary Gillespie 443/847-8989 www.collegepeace.org
for a network of colleges in and around the Baltimore area working to build a student movement to oppose war, economic injustice, violation of human rights and destruction of the earth.

Decision: No

Comments:

Weak answer to #11. Unclear how much they are actively doing at this time. Are primarily faculty. Send a letter asking them to re-apply with a stronger proposal discussing their potential program and future plans.

22. Peace Action - Maine

644 Congress Street, Portland, ME 04101 Greg Dorr 207-772-0680 www.peaceactionme.org
to promote peace, justice, and community by dismantling and undermining the structures that maintain the current status quo.

Decision: No

Comments:

No information regarding diversity. Unclear what the work is outside of vigils. No answer to #11. Mixed references. If they re-apply they need to provide more information on aspects of their work and better reference contacts.

Prisoner's Rights

23. Justice Works!

\$2,000

P.O. Box 1489, Lake Stevens, WA 98258 Lea Zengage 206/725-9189 www.justiceworks.info
for a group of prisoners, ex-prisoners and allies organizing against racism in the criminal justice system.

Decision: Partial

Comments:

Not really clear what shape the organization is in- director transition again. No stance on reproductive rights. Have a "Court Watch" program where they monitor what happens at arraignments and trials. Have a thrift store to use as a fundraising vehicle.

24. Nebraskans Against the Death Penalty

\$1,000

941 O Street, #725, Lincoln, NE 68508 Stacy Anderson 402/477-7787 www.napd.net
to work towards abolishing the death penalty in Nebraska.

Decision: Partial

Comments:

White ally group. Need better answers to #11.

Technical Assistance Grants

25. Reflect and Strengthen

\$500

614 Columbia Road, #R, Dorchester, MA 02125 Roselyn Berry 617/442-2355 www.reflectandstrengthen.org
for a technical assistance grant to enable the organization to have a smooth transition as founding members transition out and new leaders take over.

Emergency Grants

26. Center for Justice, Peace, and Environment

\$500

P.O. Box 400, Fort Collins, CO 80522 Cheryl Distaso 970/419-8944 www.cjpe.org
for emergency funding to organize residents of the Wood Street Mobile Home Park who are being evicted to make way for a new upscale housing development.

27. Direct Action Welfare Group (DAWG)

\$500

P.O. Box 20079, Charleston, WV 25362 Evelyn Dortch 304/590-8080 www.wvdawg.org
for emergency funding to organize poor people to actively participate in the Occupy Movement events in West Virginia.

28. Economic Justice Coalition

\$500

P.O. Box 1225, Athens, GA 30603 Ray MacNair 706/549-1142 www.econjustice.org
for emergency funding to coordinate the efforts of Occupy Athens with other local economic justice groups representing primarily low-wage workers and members of the African American and Latino community.

Total Number of Grants: 17 general support grants; 6 multi-year grants; 1 TA grant; 3 emergency grants;
13 not on agenda
Total Amount Requested: \$93,000
Total Allocation for Cycle: \$49,000
Total Grants: \$35,500 general support grants; \$20,000 multi-year grants; \$500 TA grants; \$1,500
emergency grants
Total Allocated: \$57,500
Total # of Grants Allocated: 14 general support grants; 5 multi-year grants; 1 TA grant; 3 emergency grants
Total # of Grants: 23

Deferred: Jobs with Justice – Central Florida, Urban EpiCenter
Hell Yes! Grants: MataHari: Eye of the Day

December 2011
Not On Agenda

1. Allyship

\$4,000

130 NE 95th Street A-103, Seattle, WA 98115 Debbie Carlsen 206-279-8169

to organize around LGBTQ youth issues, including homelessness, economic justice and health care.

Reason: Mostly discussion groups and panels. Say they are doing organizing- but not much evidence in proposal. FY 2010 income: \$4,200 vs. expenses of \$675. FY 2011 budget: income projected at \$18,075 and expenses at \$12,000. Almost all white women.

2. ARC Rutland Area

\$4,000

128 Merchants Row, Ste. #302, Rutland, VT 05701 Lisa S Lynch 802/775-1370

to advocate for the rights of individuals with developmental challenges and their families.

Reason: Advocacy, but mostly direct service.

3. CURE - Nevada

\$500

540 E. St. Louis Avenue, Las Vegas, NV 89104 Natalie Smith 702/347-1731

emergency funding to gather information in order to support efforts to launch an investigation into allegations of an increase in intensity and frequency of abuse of prisoners by staff.

Reason: This group just re-emerged in May of 2011. They have not indicated that they have any local contacts- all references are out of state. There is no indication that they can actually gather the information they would like to present- no information that they have local prison family connections, access to prisoners, or relationships with DOJ officials who they would like to petition. There is no corroboration of their abuse allegations in this proposal. Not clear where the organizing will happen- does not seem to be a plan in place to put pressure on the DOJ once they gather information (exposing injustice to the authorities usually doesn't result in change) and their other activity is creating a data bank for lawyers. In addition, there is no real indication they have truly resurfaced as a stable organization- one of the contact people is in Michigan. Perhaps have them re-apply for a general support grant so that there can be a deeper assessment of this group and their work.

4. Educational Network for Global and Grassroots Exchange (ENGAGE)

\$3,000

P.O. Box 53, Barron, WI 54812 Brigid O'Keane 585-732-8793

to transform learning experiences into lifelong connections and cooperative action between peoples and social movements working towards a just and sustainable world.

Reason: Mostly educational and international exchange programs. Also internships. No clear direct organizing. No references clearly able to speak to organizing work

5. Fighting Against Injustice Towards Harmony (FAITH)

\$4,000

P.O. Box 164, Daytona Beach, FL 32115 Jessica Robillard Cacho 386/238-7060

to organize around economic and social justice issues in Volusia County, Florida.

Reason: Not much has changed, since the last time they approached us. Still doing mostly legislative stuff.

6. Food for the World

\$4,000

447 Essex Street, Suite 104, Lawrence, MA 01841 Maria Andujar 978/683-9949

to distribute free food to communities in the Merrimack Valley.

Reason: Basically a food pantry. Direct service. Budget figures are close to one million. Not sure they read guidelines.

7. Oregon New Sanctuary Movement

\$4,000

2710 NE 14th Avenue, Portland, OR 97212 Beth Poteet 503-550-3510

for an interfaith coalition called by their faith to respond actively and publicly to the suffering of their immigrant brothers and sisters in the United States.

Reason: Seek to create a space where people of different political beliefs and cultural backgrounds can interact. Majority of work appears to be vigils, delegations or educational presentations. Do direct service support of four families. Get CCHD money. No position on reproductive rights or abortion. Will not take a position on lgbtq rights (but say they are "welcoming").

8. Seattle Displacement Coalition

\$4,000

5031 University Way, NE, Seattle, WA 98105 John Fox 206-632-0668

to build leadership and participation among low income and homeless people around winnable local strategies to overcome a lack of low-income housing and ensuring a more equitable distribution of resources in Seattle.

Reason: After 33 years they only have a budget of \$30,000. Apparently received major grants in the past. Not now. Answered #11 by describing the people who live at Yesler Terrace. Do not provide any political positions. Collaborations are primarily with religious groups and Democratic party groups. No collaborations listed with significant local groups working on housing and homelessness. None of the references are for local organizing groups. Say do not track diversity or race and provide spreadsheet of membership listing name and affiliations. Finances are confusing,

9. The Steering Committee for the Honor Program

\$4,000

to seek to advance the better interest of prisoners, their families and the rest of society through good works and community activism.

Reason: Provides incentives for good behavior and holds individuals accountable for their actions. Mostly education and service based. The organizing arm is The Other Death Penalty Project.

10. Third Coast Workers for Cooperation

\$4,000

5604 Manor Road, Austin, TX 78723 Carlos Perez de Alejo 512-394-8648

to help build worker power and strengthen social change organizations through development of worker-owned cooperatives, education, training and movement building.

Reason: Workers Defense Project will do the service to organizing work. Third Coast provides training in the set up of cooperatives. Do not do organizing on their own or service to organizing. They are a technical assistance organization.

11. Vermont Migrant Farmworker Solidarity Project

\$4,000

P.O. Box 314, Underhill, VT 05489 Brendan O'Neill 802/825-1609 www.vtmfsp.org

to launch a campaign to stop the deportation of farm workers in the leadership of the organization, and improve the state's bias-free policing policy and protocols.

Reason: Detentions happened in September, does not seem timely. The request seems to tie into their existing work, not really an emergency.

12. Wayside Center for Popular Education

\$4,000

1100 Mill Pond Road, Faber, VA 22938 Virginia Leavell 202/674-0900

for a rurally-based center that provides space for capacity building, organizing and resistance by providing strategic planning, trainings, and renewal.

Reason: Same folks who used to be a part of "The People United" who came to RESIST for funding and were turned down. Have been up since 2009, which is when this other group came to RESIST. No talk of what they have done up to now. Not sure given their finances that they need our money.

13. Who Is My Neighbor?

\$3,000

19 S. 2nd Avenue, Highland Park, NJ 08904 Lara Arp 732-247-3700

to provide support and serve their community, especially among youth, immigrants victims of trafficking while addressing issues of fair trade, food insecurity, the environment, and asylum seekers.

Reason: Most of their work seems to be service oriented, though some of it is through education.

December 2011 Grant Requests and Proxy

Multi-Year Grants

M1. Citizens for Safe Water Around Badger	\$4,000
M2. Operation Welcome Home	\$4,000
M3. Student/Farmworker Alliance	\$4,000
M4. Albuquerque Center for Peace and Justice	\$4,000
M5. Center for Justice, Peace, and Environment	\$4,000

General Support

G1. Witness for Peace - Southeast	\$2,000
G2. Chattanooga Organized for Action	\$3,000
G3. Cumberland Center for Justice and Peace	\$2,000
G4. MataHari: Eye of the Day	\$4,000
G5. Texans United for Families	\$2,000
G6. The Policy Institute	\$2,000
G7. United Vision for Idaho	\$2,000
G8. Chainbreaker Collective	\$2,500
G9. Economic Justice Coalition	\$4,000
G10. Minnesota Citizens Federation - Northeast	\$2,000
G11. People Organized in Defense of Earth and Her Resources (PODER)	\$4,000
G12. New Mexico Religious Coalition for Reproductive Choice	\$3,000
G13. Justice Works!	\$2,000
G14. Nebraskans Against the Death Penalty	\$1,000
T1. Reflect and Strengthen	\$500
E1. Center for Justice, Peace, and Environment	\$500
E2. Direct Action Welfare Group (DAWG)	\$500
E3. Economic Justice Coalition	\$500

Resist R&R Committee
Meeting minutes
10/17/11

Updates:

1. Sarath talked to Yafreisy and given changes at work, he will be cycling off the Board
2. Yafreisy will be Nelson's mentor

Recruitment:

1. Robin will call her list including Linda Thurston
2. Yafreisy will be sending a letter asking the following two people to submit their resume and letter of interest re joining the Board: David Thibault Munoz, and Janice Wong- both of whom have expressed interest in joining. We are waiting to hear back from Beverly Tillery until she has a chance to speak with Miabi re commitment/commuting from NY before sending to her.
3. As we gather names, if objections come up, we will move those people to a "special" section on our recruitment list and note (without specifics) that an objection has been raised. At this point we have objections to Ellen Cantarow and Jane Sung E. Bai

Attendance:

We will review an attendance grid to get a sense of where we are regarding individual attendance for 2011 prior to the last meeting of the year (December 4, 2011)

Committee membership:

1. Sadly, Yafreisy will be moving off R&R because she is on three committees
2. But happily, Saif will become the staff person on R&R

The R&R Committee 6 Month Plan:

We created our plan. Please see the next page of these minutes.

Resist R&R Committee Work Plan
11/1/11 to 5/31/12
Prepared by Cynthia, Ragini, and Yafreisy

Priority 1. Board has opportunity to discuss priorities off-site

Goals

- Team building
- Unified framework for decision-making
- Get to know each other better
- Finance training

Methods

- April weekend board retreat in place of Board meeting
 - ~ Grants meeting on Friday or Saturday
 - ~ Retreat on Saturday or Sunday
 - ~ Cynthia has offered her apartment

Priority 2. A large vibrant board that meets our diversity standards

Goals

- By February board meeting bring 3 new members of color onto the Board
- Identify people of color with expertise in key areas flagged by the Board: criminal justice and Middle East

Methods

- Continuing to poll current Board members for contacts
- Outreach to communities of color in Resist networks and beyond

Priority 3. All members of the Board are well-informed active participants

Goals

- All new members have a mentor who works closely with them prior to first few Board meetings to help them with reading the packet and thinking about the grants and Board process
- An active Board/staff internal communications vehicle via the website

Methods

- R&R assigns and trains mentors
- Committee chairs send timely minutes with tweet-sized email message and minutes attached
- R&R works with communications staff regarding active internal web vehicle

Communications Committee Minutes
November 29, 2011

Present: Saif (minutes), Carol, Marc

January/February Newsletter

- Always has two focuses, 1) Political year in review, 2) Grantmaking year in review
- The political year in review will mostly likely be somehow related to Occupy and hopefully will take a unique RESIST focused spin on it
- Saif will ask Miabi to write, and if she is not able to, will ask Ragini
- Other possibilities
 - o Ask someone in RESIST's circle, possible Noam, to write a small box on their perspective of Occupy and RESIST/this moment
 - o Box for Bequest/s/plug for planned giving
 - o Sidebar of quotes from grantees about Occupy
- Timeline:
 - o Will ask Miabi to turn the year in review piece around by December 12
 - o Saif will edit/ghost write the week of December 12-14
 - o Saif will start with the layout on the 14th
 - o Get to the printers before the end of the year (*Saif will check today about their holiday schedule*)

March/April Newsletter

- possible themes are Arab Spring (possible article/s on the BDS movement), free trade/labor, taxes (war tax resistance, progressive taxation, etc)
- Carol is leaning towards free trade/labor, or taxes
- Saif will examine recent grantees to see if we have funded anyone recently that might tilt the decision, and we will know better after the current board meeting

May/June Newsletter

- possible theme is the presidential elections and how groups are organizing/dealing with the election (*Saif will think about this – but I think an issue that focuses on the election as either an organizing tool or an obstacle, and how different groups on different parts of the country organize, keep their own goals, etc, in an election season would be a useful issue*).

In person meeting

- Carol, Marc, and Saif will meet in person at the RESIST office on December 15, at 4:30 PM and we will make an announcement at the board meeting that anyone with thoughts is welcome to attend.

Executive Committee Meeting
November 29, 2011
Present: Miabi, Marc, Jim & Ravi

1. Board Meeting Agenda

The staff proposed and the Committee agreed that it would be a good idea to have a political discussion about the Occupy Movement. We allocated 45 minutes for the discussion. Jim offered to facilitate it with lots of participation from board members who have been active with Occupy Boston and NYC. We will get the word out to the board about this exciting conversation.

We cut 30 minutes from the Grants section; we have fewer proposals to consider. We added 10 minutes for a grants process overview for the benefit of Greg and Saif. And, increased the time allocated to the Finance Committee to present the budget.

2. Staff Concerns

The staff asked for a way to move forward on some processes set in place earlier in the year.

- Exit interviews for departing staff. Christy has reminded us that she has not received an exit interview. Miabi will see if the PC can take this on; if not, Marc will do it.
- Staff evaluations were postponed, due to the restructuring. Miabi will follow up with the PC.
- The monthly check-ins between Personnel Committee Members and staff should be resumed. Miabi will follow up with the PC.
- It's time for the six-month evaluation following the decision for Yafreisy and Robin to split the grants cycle. Miabi will follow up with the PC.

Yafreisy's salary may be out of line with Robin's, Saif's and Ravi's salary (not sure what we decided to do about this). The staff would like this to be addresses as part of the budgeting process.

As noted, a number of these issues would be addressed by the Personnel Committee. Miabi will communicate with the committee to see how the rest of the board might support them accomplish their work.

2. Six-Month Plan

The Executive Committee talked about its own six-month plan. Miabi and Marc suggested we create a spreadsheet which would include each committee's work-plan. Additional tasks would be added to the spreadsheet any time a committee is assigned a new task.

The Executive Committee will review the spreadsheet at each of their meetings.

Ravi will go over the Assessment Documents to see if there are tasks that need to be assigned or followed up on.

Finance Committee
December 1, 2011
Minutes

Present: Becca Howes-Mischel, Jim O'Brien, Yafreisy Mejia, Ravi Khanna, Robin Carton

1. Review of Un-reconciled Financial Statements 11/30/11

The Morgan Stanley statements have not been reconciled- which shows unrealized losses of \$45,000. This represents the majority of the difference between income and expenses. Meredith will attempt to come in this week and reconcile the November statements. Given the market trends of the last month, this should realign income.

Ravi put together a report (*see attached*) that projects income for the remainder of 2011. In general, he anticipates that income will be \$100,000 more than budgeted. This is a conservative estimate on his part based on past years trends about the number and size of end of year gifts. The average gift was approximately \$26 last year; he is using a \$20 average this year to account for potential lower giving on the part of current donors.

There are already over 800 responses to the most recent prospect mailing. This is the return just for the first week. About 75% of the envelopes in the office appear to have money in them. Last year there were approximately 1,000 new donors added from the fall prospect mailing. This year may surpass that.

Ravi did research on the gap in pledge income and found that there is about \$11,000 of pledge income which has not arrived yet. This amount can be attributed to a small number of donors. He is making calls to those folks.

The only expenses that are significantly different are the grant expenditures. However, an additional \$24,000 in spending was authorized by the Board in 2011.

2, FY2012 Budget

(*see budget narrative*)

The only new initiative is in fundraising. In 2012 Ravi hopes to develop an e-prospecting and e-fundraising campaign. He has been researching possibilities and spoken with folks at *Mother Jones* about how they do this outreach. The intent is to spend \$10,000 in 2012 and 2013 on these campaigns. Funds would come from the Schleimer Bequest and be repaid over a three year period. Income is anticipated at about \$5,000 each year- but may exceed that. This is also a way of reaching a different demographic of potential donors. Saif will be coordinating with Ravi on this campaign.

It may be time to do a specific outreach campaign to the original Holmes, Kurtz and Baker Fund donors.

Robin will recalculate the health insurance – because she may have overstated the cost based on the personnel changes, which have shifted the number of individual and family plans.

While it is not a balanced budget at this point- the Committee will look at the December returns to determine areas to cut or expand.

We will remind committees that there are no new budget expenditures for programs or projects in 2012. If committees anticipate the need to request addition funds in 2012 for new initiatives, the Finance Committee asks that they notify the Committee before final budget is presented at the February meeting.

Finance Committee
December 1, 2011
Minutes

Present: Becca Howes-Mischel, Jim O'Brien, Yafreisy Mejia, Ravi Khanna, Robin Carton

1. Review of Un-reconciled Financial Statements 11/30/11

The Morgan Stanley statements have not been reconciled- which shows unrealized losses of \$45,000. This represents the majority of the difference between income and expenses. Meredith will attempt to come in this week and reconcile the November statements. This may realign income.

Ravi put together a report (*see attached*) that projects income for the remainder of 2011. In general, he anticipates that income will be \$100,000 more than budgeted. This is a conservative estimate on his part. The average gift was approximately \$26 last year, he is using a \$20 average this year to account for potential lower giving on the part of current donors.

There are already over 800 responses to the most recent prospect mailing. This is the return just for the first week. About 75% appear to have money in them. Last year there were approximately 1,000 new donors added from the fall prospect mailing. This year may surpass that.

Ravi did research on the gap in pledge income and found that there is about \$11,000 of pledge income which has not arrived yet. He is making calls to those folks.

The only expenses that are significantly different are the grant expenditures. However, an additional \$24,000 in spending was authorized by the Board.

2, FY2012 Budget

(*see budget narrative*)

The only new initiative is from fundraising. Ravi hopes to develop an e-prospecting and e-fundraising campaign. He has been researching possibilities and spoken with folks at *Mother Jones* about how they do this outreach. The intent is to spend \$10,000 in 2012 and 2013 on these campaigns. Funds would come from the Schleimer Bequest and be repaid over a three year period. Income is anticipated at about \$5,000 each year- but may exceed that. This is also a way of reaching a different demographic of potential donors. Saif will be coordinating with Ravi on this campaign.

It may be time to do a specific outreach campaign to the original Holmes, Kurtz and Baker Fund donors.

Robin will recalculate the health insurance – because she may have overstated the cost.

While it is not a balanced budget at this point- the Committee will look at the December returns to determine areas to cut or expand.

Draft

RESIST, INC.
Statement of Financial Position
November 30, 2011 and 2010

	<u>2011</u>	<u>2010</u>
ASSETS		
CURRENT ASSETS:		
Cash	\$ (6,466)	\$ 47,421
Investments	612,427	567,522
Grants Receivable, Current	-	-
Prepaid Expenses, Inventory and Other Current Assets	12,862	10,626
Total Current Assets	<u>618,823</u>	<u>625,569</u>
Property and Equipment, Net	<u>3,772</u>	<u>1,406</u>
OTHER ASSETS		
Grants Receivable, Long-Term	-	-
Deposits	2,230	2,230
Total Other Assets	<u>2,230</u>	<u>2,230</u>
Total Assets	<u>\$ 624,825</u>	<u>\$ 629,205</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Grants Payable	\$92,000	\$54,000
Security Deposits Held	\$1,750	\$1,750
Accounts Payable and Accrued Expenses	(1,681)	4,172
Accrued Payroll and Related Costs	12,668	8,599
Total Liabilities	<u>104,737</u>	<u>68,521</u>
NET ASSETS		
Net Assets, Beginning of Year	841,947	540,473
Change in Net Assets	(321,860)	22,526
Net Assets, End of Period	<u>520,087</u>	<u>562,999</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$624,824</u>	<u>\$631,520</u>

11/30/11

RESIST, INC.
Statement of Activities - Short Form
Year to Date as of November 30, 2011

	YTD ACTUAL November 30	YTD BUDGET November 30	+/- BUDGET	ANNUAL BUDGET
SUPPORT AND REVENUES				
Internal Mailings	\$ 287,622	\$ 260,900	\$ 26,722	\$ 376,000
Prospecting	31,202	34,040	(2,838)	68,000
Special Contributions	189,810	179,750	10,060	308,075
Special Event Income	160	-	160	5,000
Misc. Revenue	1,303	1,435	(132)	2,200
Investment Income	3,421	4,500	(1,079)	5,500
Realized Gain (Loss)	2,143	975	1,168	1,000
Unrealized Gain (Loss)	(45,451)	19,000	(64,451)	30,000
	470,210	500,600	(30,390)	795,775
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	29,412	40,345	(10,933)	43,600
Prospect Mailing Costs	55,003	51,500	3,503	60,850
Major Donor Costs	-	80	(80)	150
Special Event Costs	-	700	(700)	700
Misc. Fundraising Costs	6,721	5,429	1,292	5,950
Total Fundraising Costs	91,136	98,054	(6,918)	111,250
<i>Program</i>				
Grants Program	294,354	260,575	33,779	309,200
Communications Program	35,778	42,955	(7,177)	44,400
Total Program Costs	330,132	303,530	26,602	353,600
<i>Other</i>				
Personnel	287,299	277,721	9,578	301,629
General and Administrative	81,480	95,150	(13,670)	103,909
Board Expenses	2,029	2,750	(721)	3,250
Total Other Costs	370,808	375,621	(4,813)	408,788
Total Expense	792,076	777,205	14,871	873,638
CHANGE IN NET ASSETS	(321,866)	(276,605)	(45,261)	(77,863)
NET ASSETS, BEGINNING OF YEAR	841,947	841,947		841,947
NET ASSETS, END OF YEAR	\$ 520,081	\$ 565,342		\$ 764,084

Development Report
Board Meeting
December 4, 2011

Income Report and Projections for 2011

Total Income YTD	\$506,569*		
Projected In December	\$365,473		
Total Projected Income	\$872,042	Annual Budget:	\$757,075

Prospect

Income YTD	\$30,827		
Projected In December	\$40,000		
Total Projected Income	\$70,829	Annual Budget:	\$68,000

73,230 piece acquisition mailing went out between 11/15 – 11/29. Responses are coming in. As of Monday, we had already received over 700 responses. We have not done the deposits yet, so do not know how much money has come in.

Renewal

Income YTD	\$136,585		
Projected In December	\$116,000		
Total Projected Income	\$252,585	Annual Budget:	\$183,000

Over 8,000 piece renewal mailing went out just before Thanksgiving. We are planning to send a reminder/follow-up mailing in a couple of weeks and an email follow-up right before the end of the year.

Pledge

Income YTD	\$113,654		
Projected in December	\$31,473		
Total Projected Income	\$145,127	Annual Budget:	\$150,000

We are about \$9,300 behind last year in our pledge income. There are 13 major donor level pledge supporters who are either lapsed or late. I am going to ask some help from Development Committee members to call these 13 pledge contributors. In addition there are another 113 smaller lapsed pledge contributors. We just sent them a letter asking the consider renewing their giving.

RESIST, INC.

Statement of Activities - Long Form
Year to Date as of November 30, 2011

Draft

	YTD ACTUAL November 30	YTD BUDGET November 30	+/- BUDGET	ANNUAL BUDGET
Expense				
Fundraising Costs				
Internal Mailing Costs				
Pledge Program				
Printing	885	2,175	(1,290)	2,300
Postage	2,056	2,330	(274)	2,500
Mailhouse	2,070	2,440	(370)	2,700
Consultant	175	-	175	-
Total Pledge Program	5,186	6,945	(1,759)	7,500
ABC/House Mailings				
Printing	5,361	9,800	(4,439)	10,000
Postage	5,159	6,600	(1,441)	6,600
Mailhouse	3,059	4,500	(1,441)	7,000
Consultant	10,647	12,500	(1,853)	12,500
Total ABC/House Mailings	24,226	33,400	(9,174)	36,100
Total Internal Mailing Costs	29,412	40,345	(10,933)	43,600
Prospect Mailing Costs				
Printing	20,132	18,500	1,632	18,500
Postage	22,192	18,500	3,692	18,500
Mailhouse	3,922	3,700	222	10,000
Consultants	2,875	5,200	(2,325)	8,250
Photos and Graphics	350	1,100	(750)	1,100
List Rentals	5,531	4,500	1,031	4,500
Total Prospect Mailing Costs	55,002	51,500	3,502	60,850
Major Donor Costs				
Printing	-	40	(40)	75
Postage	-	40	(40)	75
Total Major Donor Costs	-	80	(80)	150
Special Events				
House Parties	-	500	(500)	500
Printing	-	100	(100)	100
Postage	-	100	(100)	100
Total Special Events	-	700	(700)	700
Misc. Fundraising Costs				
Administrative Fees	383	125	258	200
Books and Subscriptions	1,659	1,750	(91)	2,000
Equipment Rental and Maintenance	124	139	(15)	150
Printing	2,472	745	1,727	750
Postage	1,933	1,695	238	1,750
Promo Merchandise	-	400	(400)	500
Supplies	36	75	(39)	100
Travel and Meetings	114	500	(386)	500
Total Misc. Fundraising Costs	6,721	5,429	1,292	5,950
Total Fundraising Costs	91,135	98,054	(6,919)	111,250

RESIST, INC.

Statement of Activities - Long Form
Year to Date as of November 30, 2011

Draft

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	November 30	November 30	BUDGET	BUDGET
Program Costs				
Communications Program				
Newsletter Costs				
Printing	14,057	18,500	(4,443)	18,500
Postage	12,458	11,350	1,108	11,500
Mailhouse	6,350	7,280	(930)	8,500
Consultants	635	3,000	(2,365)	3,000
Photos and Graphics	190	400	(210)	400
Total Newsletter Costs	33,690	40,530	(6,840)	41,900
Website & Internet	2,088	2,425	(337)	2,500
Total Communications Program	35,778	42,955	(7,177)	44,400
Grants Program				
Grant Allocations				
General Support Grants	221,900	195,500	26,400	221,000
Multi-Year Grants	60,000	48,000	12,000	60,000
Accessibility Grants	-	3,000	(3,000)	5,000
Emergency Grants	3,000	3,500	(500)	4,000
Technical Assistance Grants	2,500	5,000	(2,500)	6,500
NWTRCC Grants	1,140	500	640	1,000
Baker Memorial Grant	-	-	-	500
Cohen Memorial Grant	-	-	-	-
Holmes Memorial Grant	-	-	-	500
Kurtz Memorial Grant	-	-	-	500
Salzman Memorial Grant	-	-	-	4,000
Total Grant Allocations	288,540	255,500	33,040	303,000
Equipment Rental	2,181	2,475	(294)	2,700
Library	-	30	(30)	30
Membership and Dues	400	-	400	30
Printing	325	820	(495)	850
Postage	320	630	(310)	1,500
Travel and Meetings	2,588	1,120	1,468	1,120
Supplies	-	-	-	-
Total Grants Program	294,354	260,575	33,779	309,230
Total Program Costs	330,132	303,530	26,602	353,630
Personnel				
Employee Salaries	180,970	178,148	2,822	193,448
Payroll Taxes	15,908	18,216	(2,308)	19,296
Pension Plan Match	6,584	6,976	(392)	7,610
Health Insurance	83,435	73,105	10,330	80,000
Workers Compensation	401	775	(374)	775
Staff Development	-	500	(500)	500
Total Personnel	287,298	277,720	9,578	301,629
General and Administrative				
Advertising and Outreach	1,560	2,375	(815)	2,500
Books & Subscriptions	-	250	(250)	250
Depreciation and Amortization	-	-	-	2,000
Dues, Fees and Fines				
Bank & Credit Card Fees	3,790	4,000	(210)	5,500
Dues	-	200	(200)	200
Finance Charges	24	245	(221)	250
Late Fees	1,642	250	1,392	250
Total Dues, Fees and Fines	5,456	4,695	761	6,200

RESIST, INC.

Statement of Activities - Long Form
Year to Date as of November 30, 2011

Draft

	YTD ACTUAL November 30	YTD BUDGET November 30	+/- BUDGET	ANNUAL BUDGET
Equipment Rental & Maintenance	1,530	2,150	(620)	2,200
Filing Fees - State	4,258	3,800	458	3,800
Insurance				
Director and Officers	2,225	2,400	(175)	2,400
Liability	(130)	750	(880)	750
Property	1,022	1,000	22	1,000
Total Insurance	3,117	4,150	(1,033)	4,150
Minor Office Equipment	576	2,000	(1,424)	2,000
Occupancy expenses				
Rent	40,965	41,070	(105)	44,865
Repairs and Maintenance	-	250	(250)	250
Utilities	2,868	3,524	(656)	3,800
Sub Lease (rent)	(17,925)	(16,927)	(998)	(18,486)
Sub Lease (utilities)	(378)	(1,445)	1,067	(1,520)
Total Occupancy expenses	25,530	26,472	(942)	28,909
Printing & Copying	441	396	45	400
Postage, Shipping, Delivery				
US Post Office	496	625	(129)	900
Postage Due/BRE Costs	4,019	3,770	249	4,250
Total Postage, Shipping, Delivery	4,515	4,395	120	5,150
Professional Fees				
Accounting	22,625	22,800	(175)	24,000
Brokerage fees	838	1,350	(512)	1,500
Consultant	3,763	5,500	(1,737)	5,500
Temporary Help	-	5,000	(5,000)	5,000
Total Professional Fees	27,226	34,650	(7,424)	36,000
Supplies	2,852	3,492	(640)	3,800
Telephone	2,027	2,525	(498)	2,750
Travel & Meeting Expenses				
Conference & Meeting Fees	-	500	(500)	500
Meals & Food	560	300	260	300
Travel	1,832	3,000	(1,168)	3,000
Total Travel & Meeting Expenses	2,392	3,800	(1,408)	3,800
Total General and Administrative	81,480	95,150	(13,670)	103,909
Board Expense				
Postage	36	42	(6)	50
Travel	1,380	2,035	(655)	2,500
Food	613	673	(60)	700
Total Board Expense	2,029	2,750	(721)	3,250
Total Expense	792,074	777,204	14,870	873,668
Net Ordinary Income	(321,865)	(276,604)	(45,261)	(77,893)
Total Increase (Decrease) in Net Assets	(321,865)	(276,604)	(45,261)	(77,893)
Net Assets, Beginning of Year	841,947	841,947		841,947
Net Assets, End of Period	\$ 520,082	\$ 565,343		\$ 764,054

RESIST
2012 Budget Narrative - Draft

Fiscal Overview

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

Prior Fiscal Policy, 1996 - 2011:

1. Ordinary Expenses and Income

In order to engage in appropriate fiscal management and ensure the long-term health of the organization, the Board must ensure that ordinary income is sufficient to cover ordinary expenses. In the event that ordinary income is incapable of covering ordinary expenses, the Board should either raise additional income or cut expenses.

2. Board Designated Net Assets - General Policy

All temporarily restricted (also known as Board Designated) funds must be maintained at current principal levels.

3. Memorial Funds

The RESIST Funds Account will hold the principal and income from all Memorial Funds established at RESIST. The Funds Account includes: The Baker Memorial Fund, the Cohen Memorial Fund, the Holmes Memorial Fund, the Kurtz Memorial Fund and the Salzman Memorial Fund. Currently, this account totals approximately \$112,353.

4. Operating Funds

RESIST will maintain \$25,000 in cash on hand each year in the Operating Fund to cover the costs of any temporary cash shortfall.

5. Board Reserve

RESIST will reserve \$60,000 to cover any unanticipated expenses which might arise during the course of a single year.

6. Phillip Schleimer Bequest

a. Bequest Income

Income generated from investment of the principal of Phil Schleimer's bequest may be considered part of RESIST's regular income stream and can be used for general operating expenses.

b. Bequest Principal

The principal of Phil Schleimer's bequest can only be used for the specific purpose of developing long term and sustainable programs (e.g. a major donor program). Any amounts used from the principal to fund these programs must be returned within a reasonable period. An appropriate use of the principal assets for long term and sustainable programs should be determined on a case-by-case basis by the Finance Committee. The principal should not be used to augment RESIST's regular income stream and pay for general operating expenses.

In **2007** the Board voted balance the FY08 budget utilizing approximately \$41,000 of the Phil Schleimer bequest principal to offset new development costs. The Board voted to re-pay the Fund within three years. In **2010** \$38,000 was transferred from this account to cover a short-term cash flow issue. In 2010, \$27,000 of the \$81,000 loan to operations was been repaid. \$54,000 was repaid in 2011.

7. Total Fund Balance Reserve

The total fund balances which RESIST should not fall below is the combined total of the Memorial Funds, Operating Fund and Board Reserve. Currently this amount is \$301,186. The Finance Committee will be exploring the use of reserve fund income to offset general operating costs.

8. Marianne Wells Bequest

In **2009** the Board voted on the use of the distribution of \$100,000 from the Estate of Marianne Wells as follows:

1. Use \$50,000 to boost the remaining 3 grant cycles of 2009 and use any leftover funds in 2010.
2. Use \$10,000 to upgrade and make changes to the *Newsletter* and the website.
3. Use \$3,000 in 2010 to increase the Newsletter budget for printing expenses.
4. Use \$28,100 to implement a major donor program and boost direct mail efforts.

While these funds have been allocated, the Trustees of the Estate did not release the beneficiary distributions until December, 2010. In 2011, \$25,000 was used to support the major donor and direct mail programs.

9. C. Edwin Baker Bequest

In **2010**, RESIST received a bequest in the amount of \$250,000 from the Estate of RESIST donor C. Edwin Baker. The Board voted on the distribution of the bequest as follows:

1. \$100,000 to be used for general operating support.
2. \$15,000 to set up the Ed Baker Memorial Fund.
3. \$135,000 to use as the base for increasing the maximum grant award from \$3,000 to \$4,000. The funds will be expended over the course of five years- giving RESIST a chance to develop new fundraising strategies to stabilize the increase.

In 2011, RESIST used \$30,000 to support the grantmaking program.

FY 2012 Special Notes

Major Donor Solicitations and Program Costs

This budget reflects projections of an increase in income from current and new major donors in 2012. Major donors are defined as donors giving over \$500 in a single year. The Fundraising Committee has been analyzing major donor giving and is basing this assessment on implementation of the new major donor campaign in 2011.

This budget reflects both income and expenses to implement the major donor program. On the expense side it includes the cost of travel and lodging for major donor visits.

Special Event Income/Expenses

This budget reflects a financial request of \$5,500 for expenses related to planning or hosting special events such as house parties in 2012. It includes revenue projections of \$10,000 from special event fundraising.

Professional Fees/Accounting

There have been and will continue to be significant increases in this line item. These increases are due to: 1) costs affiliated with charitable registration in each state; and 2) increased oversight required by the IRS. At the direction of the Finance Committee, Meredith Smith has been handling the annual charitable registrations. The IRS has dramatically increased the level of scrutiny required by auditors for nonprofit organizations. This means that the amount of information that RESIST must provide to Linda Smith will increase as well as the corresponding time she will be required to spend reviewing and testing the data. Because of our size, RESIST had an extra year to comply with the new standards- but as of 2010 RESIST was required to comply with the new standards.

Benchmarks:

In the past, RESIST's direct grant program and communications expenses (exclusive of administration of the programs) have been close to or exceeding 50% of the total annual budget. In the last several years, as expenses have outpaced income, grant spending has not been able to remain stable as other costs have increased. As a result, direct program expenses are now approximately 40% of the annual budget, our long term goal is to bring this ratio back up to 50% or more.

Bottom Line

This Finance Committee recommends the FY2012 Budget to the Board.

Income

Income Projections

Internal and External mailing Income: Increases predicted from internal and external mailings total 13% (\$50,000 more than budgeted for FY11).

- Pledge income is projected to increase by 5% (\$7,000) based upon pledge drives, electronic funds transfers, credit card gifts and list clean up.
- Newsletter income is projected to increase by 16% (\$9,000) as donors have adjusted to the reduction in *Newsletter* issues and in response to the hiring of a dedicated communications staff person.
- Renewal mailing income will increase by 20% (\$36,000) based upon increased numbers of donors retained through prospect mailings and better coordination of *Newsletter*, house and prospecting solicitations. Over 1,000 new donors were added in 2010 and an additional 800 have already been added in 2011. These new donors may push renewal income over budget by \$50,000 in 2011.
- Prospect income is projected to increase by 13% (\$9,000) based upon current response rates. RESIST conducted three prospect appeals in 2007, two appeals in 2008, 2009, 2010 and 2011. However, the prospect mailings in 2011 went to a larger number of people and had strong returns. The two prospect mailings for 2012 are expected to follow a similar pattern. In addition, a new focus on electronic forms of prospecting will be employed. This new form of prospecting is projected to raise \$5,000 of the increase in this line item.

Special Contributions:

- Bequests had a significant decrease in 2011 from FY2010. 2010 saw the receipt of the Ed Baker and the Marianne Wells estate distributions (approximately \$350,000). In FY2011, bequests were \$55,000. While the budget shows a 14% increase over the 2011 budget (\$5,000), it is approximately \$15,000 less than the actual amount received in 2011.
- Board Fundraising is no longer an integral part of the budget. The FY11 budget reflects this with a projection of \$1,000.
- E-Fundraising Campaigns to current donors are expected to increase by over 400% (\$1,900) based upon the expansion of e-fundraising skills and campaigns.
- Foundation dollars are expected to reflect the \$10,000/year donations from the Bardon-Cole Foundation. At this point, in FY2011 \$20,000 was received from Bardon-Cole representing their 2010 and 2011 allocations.
- Major donor contributions are a bit of a conjecture as this will be the first full year of actual planning based upon prior results. The Fundraising Committee projects donations of approximately \$275,000 in FY12. This figure will be revisited after year end donations are received.
- Unsolicited donations reflect gifts of \$500 or less that were completely unexpected or given without regard to solicitation. The Fundraising Committee anticipates these revenues to be \$5,000.
- Memorial Fund donations are expected to hold relatively steady from FY2011.

As a result, Special Contributions will show an increase of approximately 9% (\$27,100) from the FY2011.

Special Event Income:

Income from Special Event fundraising is projected at \$10,000 and reflects revenue projections from house parties.

Investment Income:

Projected \$10,000 decrease in comparison to FY11 based on current market projections.

Merchandise Sales:

Tote bag sales are projected to remain stable.

Restricted Income:

In 2010 the Board voted to set up the Ed Baker Memorial Fund and in 2008 the Board voted to set up an additional named fund in Memory of Sharon Kurtz- both were former RESIST donors who passed away. This budget reflects a projection of a decrease of \$200 in FY12.

Total Income:

The projection for 2012 is approximately \$80,570 more in revenue in comparison to the budget for FY11 (a 10% increase).

Fund-raising Strategies Proposed for 2012

RESIST's income to expense ratio has decreased over the last few years (with the exception of increased 40th Anniversary giving in 2007). Whereas RESIST benefited from the economic boom of the 1990s, RESIST has continued to experience a proportional drop during the economic downturn of the current market. RESIST has also been negatively impacted by the re-direction of donor funds in response to general elections, political crisis and natural disasters. This is congruent with the experience of other social justice foundations- which have reported a reduction in both major and sustaining gifts. Given that RESIST will also encounter some decreases in the traditional sources of funding, two emphases are suggested for the coming year:

1. Increase outreach to potential major donors.

Continue implementation of this long-term sustainable income stream. Board members should work in conjunction with the new director of development to make calls and/or visits to current major donors.

2. Expand the base through expansion of the prospect mailing program.

RESIST will continue to engage in an aggressive donor acquisition project. It is important to maintain donor acquisition to offset (and move past) donor attrition. The costs and benefits of this strategy are already included in the FY12 budget.

3. Hold two house parties to increase giving

4. Expand Use of Electronic Technology to Increase E-Giving

Given the drop in giving from e-newsletter recipients, expand the use of electronic technology to increase donations from e-newsletter recipients and other donors. In addition, an e-prospecting program will be developed in order to add a new income stream.

Expenses

Fundraising Costs

- *Internal Mailings:* A 20% increase in costs (\$8,860) reflects higher printing, postage and mailhouse expenses. The majority of these costs will be directly related to the addition of several thousand new donors who will receive renewal mailings in 2012.
- *Prospect Mailings:* Costs are budgeted to increase 27%. A portion of this increase reflects higher printing, postage and mailhouse expenses. \$10,000 will be targeted to develop the new e-prospecting campaign. Funds to cover the new e-prospecting campaign will come from the Schleimer Bequest with an expected repayment period of three years.
- *House Parties:* The significant increase in this line item represents costs to hold several house parties in different parts of the country during 2012. House parties will be timed, to the extent possible, to coincide with grant or communications related conferences.
- *Administrative Fees:* This line item represents fees paid for e-fundraising to Groundspring and Network for Good.

Program Costs

Grant Program:

- Grant support allocations will increase by \$3,000 utilizing funds from the Ed Baker Bequest. This budget also includes funding for Baker, Holmes, Kurtz and Salzman Memorial Grant awards. This small increase reflects the fact that the Board added over \$24,000 to the FY2011 budget.

Communications:

- Overall, *Newsletter* expenses should be down slightly in 2012. Almost 3,000 subscribers were removed from the *Newsletter* mailing list over the summer over the last two years. This will reduce printing, postage and mailhouse costs for 2012. This line item may need to be evaluated if a significant number of new donors end up receiving the paper version of the *Newsletter*.
- There were two 12-page issues in 2011 (Jan/Feb and Mar/Apr) and four 8-page issues. The publication plan will be the same for 2012.
- *Website costs* include \$1,800 left over from the \$7,000 the board set aside for the website redesign in 2010. This will be used to continue ironing out kinks and creating features on the new site.

Administrative Costs

Personnel:

- Total personnel costs are projected to increase by 16% (\$49,212).
- A 20% increase in the salary line item of \$38,672 reflects: 1) a COLA increase of 3.5% and a base raise of .5%- for current staff (excluding Saif), a total of a 4% increase over 2011; 2) It also includes the full year cost of salary for Ravi Khanna; and 3) the expansion of the Communications Direction position from half to full-time.
- For 2012, the health insurance projection assumes 3 family plans and one individual plan for health insurance; 3 family plans and one individual plan for dental insurance. Health insurance providers are expected to request premium increases of 4% in April 2012. As a result, the health insurance projection for 2011 is \$86,772- a \$3,337 increase.

State Filing Fees: Represents the costs of annual charitable registration fees.

Bank and Credit Card Fees: these are all fees paid for credit card usage and credit card processing fees paid to Sage.

Equipment Rental and Maintenance: The Oce copier and Pitney Bowes postage meter costs have been allocated across categories (grants, fundraising and administration). The fees for the Poland Spring water cooler are also found here. These items do not reflect significant increases over current costs.

Bottom Line

This budget only represents one new initiative- the e-fundraising campaigns proposed by the Fundraising Committee. At this time the Finance Committee has not received any other budget request to fund new initiatives.

RESIST
2012 Budget

	FY08	FY09	2010	Budget 2011	As of 11/30/11	Budget 2012	% Change
Income							
Internal Mailings	\$381,280	377,568	364,891	\$376,000	\$287,622	\$426,000	113%
Prospect Mailings	\$58,955	45,107	66,479	\$68,000	\$31,202	\$77,000	113%
Special Contributions	\$213,022	253,139	\$652,210	\$308,075	\$189,810	\$335,175	109%
Special Events	\$2,333	\$17,526	\$3,646	\$5,000	\$160	\$10,000	200%
Investments	(\$38,494)	\$25,363	\$35,164	\$36,500	(\$39,887)	\$26,500	73%
Other	\$5,099	\$1,867	\$6,846	\$2,200	\$1,302	\$1,670	76%
Total Income	\$622,195	\$720,570	\$1,129,236	\$795,775	\$470,209	\$876,345	110%
Expenses							
<i>Fundraising</i>							
Internal Mailing Costs	\$28,031	\$44,116	\$37,379	\$43,600	\$29,412	\$52,280	120%
Prospect Mailing Costs	\$50,301	\$51,617	\$57,864	\$60,850	\$55,002	\$77,250	127%
Major Donor Costs	\$0	\$0	\$300	\$150	\$0	\$1,000	667%
Special Event Costs	(\$900)	\$3,027	\$155	\$700	\$0	\$5,500	786%
Misc. Fundraising Costs	\$2,526	\$2,860	\$5,702	\$5,950	\$6,721	\$6,500	109%
Total Fundraising Costs	\$79,958	\$101,620	\$101,400	\$111,250	\$91,135	\$142,530	128%
<i>Program</i>							
Grants	\$265,324	\$256,043	\$283,157	\$328,000	\$288,540	\$331,000	101%
Grants Program	\$2,860	\$4,119	\$6,972	\$6,200	\$5,814	\$7,850	127%
Newsletter	\$37,280	\$36,268	\$36,211	\$41,900	\$33,690	\$41,100	98%
Website	\$1,482	\$1,570	\$6,539	\$2,500	\$2,088	\$2,600	104%
Total Program Costs	\$306,946	\$298,000	\$332,879	\$378,600	\$330,132	\$382,550	101%
<i>Other</i>							
Personnel	\$233,406	\$233,186	\$240,182	\$301,629	\$287,298	\$350,841	116%
General and Administrative	\$82,793	\$85,317	\$110,750	\$103,909	\$81,480	\$104,530	101%
Board Expenses	\$1,385	\$2,230	\$2,685	\$3,250	\$2,029	\$3,300	102%
Total Other Costs	\$317,584	\$320,733	\$353,617	\$408,788	\$370,807	\$458,671	112%
Total Expenses	\$704,488	\$720,353	\$787,896	\$898,638	\$792,074	\$983,751	109%
Total Income (Loss)	(\$82,293)	\$217	\$341,339	(\$102,863)	(\$321,865)	(\$107,406)	104%
<i>Other Income/Expense</i>							
Ed Baker Bequest	\$0	\$0	\$0	\$30,000	\$30,000	\$30,000	
Marianne Wells Bequest	\$0	\$0	\$0	\$25,000	\$25,000	\$0	
Phil Schleimer Bequest	\$0	\$0	\$0	\$18,000	\$18,000	\$10,000	
Net Income (Loss)	(\$82,293)	\$217	\$341,339	(\$29,863)	(\$248,865)	(\$67,406)	226%
Direct Costs	2012						
Program	\$382,550	39%					
Fundraising	\$142,530	14%					
Administration	\$458,671	47%					
Total	\$983,751	100%					

RESIST, INC.
Budget 2012 - 1st Draft

	2008	2009	2010	2011 Budget	2011 YTD	2012 Budget	% Change
Income							
Internal Mailings							
Pledges	140,008	140,338	147,302	150,000	114,329	157,000	105%
Newsletter	42,725	49,871	40,952	43,000	36,583	50,000	116%
ABC/House mailings	198,548	187,359	176,637	183,000	136,710	219,000	120%
Total Internal Mailings	381,280	377,568	364,891	376,000	287,622	426,000	113%
Prospecting	58,955	45,107	66,479	68,000	31,202	77,000	113%
Special Contributions							
Bequests	44,862	51,227	373,753	35,000	55,000	40,000	114%
Board Fundraising	900	100	0	600	1,196	1,000	167%
E-Fundraising Campaigns	0	0	360	600	0	2,500	417%
Employer Matching Grants	740	293	214	300	175	300	100%
Foundations	2,000	22,000	2,000	5,000	30,000	10,000	200%
Major Donors	0	0	274,153	250,000	101,501	275,000	110%
Unsolicited	155,745	177,524	1,255	15,000	1,898	5,000	33%
Baker Memorial Fund	0	0	0	1,000	0	1,000	100%
Holmes Memorial Fund	150	150	225	75	0	75	100%
Kurtz Memorial Fund	8,625	1,845	250	500	40	300	60%
Total Special Contributions	213,022	253,139	652,210	308,075	189,810	335,175	109%
Special Event Income							
Auction	200	13,119	125	0	0	0	
Advertising	0	0	0	0	0	0	
Corporate Sponsors	956	1,591	0	0	0	0	
Foundation Grants	0	0	0	0	0	0	
House Parties	0	2,486	3,521	5,000	0	10,000	200%
In-Kind Gifts or Services	0	0	0	0	0	0	
Individual Donors	185	0	0	0	160	0	
Misc Income	992	0	0	0	0	0	
Organizational Sponsors	0	0	0	0	0	0	
Raffle	0	330	0	0	0	0	
Ticket Sales	0	0	0	0	0	0	
Total Special Event Income	2,333	17,526	3,646	5,000	160	10,000	200%
Misc. Revenue							
Fiscal Sponsorship Fees	167	143	293	100	55	70	70%
In Kind Goods or Services	25	0	0	0	0	0	
NWTRCC	2,909	1,554	6,944	1,500	605	1,500	100%
Royalties	90	76	106	100	33	100	100%
Merchandise Sales	1,868	704	1,117	1,000	609	1,000	100%
Merchandise Expenses	40	(610)	(1,614)	(500)	0	(1,000)	200%
Total Other Revenue	5,099	1,867	6,846	2,200	1,302	1,670	76%
Investment Income							
Dividends and Interest	15,619	5,026	4,018	5,500	3,421	5,500	100%
Total Investment Income	15,619	5,026	4,018	5,500	3,421	5,500	100%
Realized Gain (Loss)	(4,896)	(9,521)	3,440	1,000	2,143	1,000	100%
Unrealized Gain (Loss)	(49,275)	29,857	27,706	30,000	(45,451)	20,000	67%
Total Income	622,138	720,571	1,129,236	795,775	470,209	876,345	110%

RESIST, INC.
Budget 2012 - 1st Draft

	2008	2009	2010	2011 Budget	2011 YTD	2012 Budget	% Change
Expense							
Internal Mailing Costs							
Pledge Program							
Printing	1,460	2,175	1,945	2,300	885	2,300	100%
Postage	1,771	1,484	2,369	2,500	2,056	2,500	100%
Mailhouse	2,099	2,295	2,526	2,700	2,070	2,800	104%
Consultant	0	1,755	0	0	175	0	
Total Pledge Program	5,330	7,709	6,840	7,500	5,186	7,600	101%
ABC/House Mailings							
Printing	6,654	8,273	8,941	10,000	5,361	13,000	130%
Postage	4,337	4,554	6,380	6,600	5,159	8,580	130%
Mailhouse	3,286	9,892	3,325	7,000	3,059	9,100	130%
Consultant	8,424	13,688	11,893	12,500	10,647	14,000	112%
Total ABC/House Mailings	22,701	36,408	30,539	36,100	24,226	44,680	124%
Total Internal Mailing Costs	28,031	44,116	37,379	43,600	29,412	52,280	120%
Prospect Mailing Costs							
Printing	15,825	15,472	17,191	18,500	20,132	20,000	108%
Postage	16,200	17,404	18,183	18,500	22,192	20,000	108%
Mailhouse	6,682	6,201	9,837	10,000	3,922	10,000	100%
Consultants	6,096	5,115	8,074	8,250	2,875	10,000	121%
Photos and Graphics	840	1,010	1,030	1,100	350	1,250	114%
List Rentals	4,659	6,415	3,549	4,500	5,531	16,000	356%
Total Prospect Mailing Costs	50,301	51,617	57,864	60,850	55,002	77,250	127%
Major Donor Costs							
Printing	0	0	0	75	0	500	667%
Postage	0	0	0	75	0	500	667%
Consultants	0	0	300	0	0	0	
Total Major Donor Costs	0	0	300	150	0	1,000	667%
Special Events							
Anniversary Events	(900)	0	0	0	0	0	
Auction	0	2,053	0	0	0	0	
Consultant	0	0	0	0	0	0	
House Parties	0	60	155	500	0	5,500	1100%
Printing	0	0	0	100	0	0	0%
Postage	0	913	0	100	0	0	0%
Mailhouse	0	0	0	0	0	0	
Total Special Events	(900)	3,027	155	700	0	5,500	786%
Misc. Fundraising Costs							
Administrative Fees	993	162	28	200	383	500	250%
Books and Subscriptions	1,619	0	3,097	2,000	1,659	2,000	100%
Equipment Rental & Maintenance	0	0	114	150	124	150	100%
Printing	60	0	628	750	2,472	750	100%
Postage	1,395	2,100	1,560	1,750	1,933	2,000	114%
Supplies	77	109	86	100	36	100	100%
Promo Merchandise	0	329	0	500	0	500	100%
Travel and Meetings	0	0	189	500	114	500	100%
Misc.	0	160	0	0	0	0	
Total Misc. Fundraising Costs	4,144	2,860	5,702	5,950	6,721	6,500	109%
Communications Program							
Newsletter Costs							
Printing	20,932	18,613	17,411	18,500	14,057	19,000	103%
Postage	9,030	8,789	10,932	11,500	12,458	12,000	104%
Mailhouse	6,333	8,326	7,310	8,500	6,350	9,000	106%
Consultants	785	350	224	3,000	635	700	23%
Photos and Graphics	200	190	334	400	190	400	100%
Total Newsletter Costs	37,280	36,268	36,211	41,900	33,690	41,100	98%
Website & Internet	1,482	1,570	6,539	2,500	2,088	2,600	104%
Total Communications Program	38,761	37,838	42,750	44,400	35,778	43,700	98%

RESIST, INC.
Budget 2012 - 1st Draft

	2008	2009	2010	2011 Budget	2011 YTD	2012 Budget	% Change
Grants Program							
Grant Allocations							
General Support Grants	175,000	204,000	190,000	242,500	221,900	250,000	103%
Multi-Year Grants	81,000	36,000	66,000	63,000	60,000	60,000	95%
Emergency Grants	0	1,000	4,000	4,000	3,000	3,500	88%
Technical Assistance Grants	3,990	4,000	8,500	6,500	2,500	6,000	92%
Accessibility Grants	2,000	5,700	4,300	5,000		4,000	80%
NWTRCC Grants	3,334	1,343	5,857	1,000	1,140	1,500	150%
Baker Memorial Grant	0	0	500	500	0	500	100%
Cohen Memorial Grant	0	0	0	500	0	500	100%
Holmes Memorial Grant	0	500	500	500	0	500	100%
Kurtz Memorial Grant	0	500	500	500	0	500	100%
Salzman Memorial Grant	0	3,000	3,000	4,000	0	4,000	100%
Total Grant Allocations	265,324	256,043	283,157	328,000	288,540	331,000	101%
Equipment Rental	0	2,605	2,373	2,700	2,181	2,900	107%
Library	106	29	0	30	0	0	0%
Membership and Dues	0	0	0	0	400	400	
Printing	1,777	728	689	850	325	800	94%
Postage	977	757	1,344	1,500	320	750	50%
Travel and Meetings	0	0	2,566	1,120	2,588	3,000	268%
Total Grants Program	268,184	260,162	290,129	334,200	294,354	338,850	101%
Personnel							
Employee Salaries	177,738	171,120	157,900	193,448	180,970	232,120	120%
Payroll Taxes	14,989	14,765	13,264	19,296	15,908	20,890	108%
Pension Plan Match	7,303	6,736	6,316	7,610	6,584	9,284	122%
Health Insurance	31,381	39,810	62,099	80,000	83,435	86,772	108%
Workers Compensation	(17)	142	403	775	401	775	100%
Staff Development	2,012	613	200	500	0	1,000	200%
Total Personnel	233,406	233,186	240,182	301,629	287,298	350,841	116%
General and Administrative							
Advertising and Outreach	2,240	1,780	3,100	2,500	1,560	2,500	100%
Books & Subscriptions	0	0	179	250	0	250	100%
Depreciation and Amortization	0	1,034	1,209	2,000	0	1,600	80%
Donated Materials and Supplies	0	0	0	0	0	0	
Dues, Fees and Fines							
Bank & Credit Card Fees	3,183	5,065	4,394	5,500	3,790	5,500	100%
Dues	0	125	0	200	0	200	100%
Finance Charges	87	221	174	250	24	100	40%
Late Fees and Fines	351	505	287	250	1,642	250	100%
Total Dues, Fees and Fines	3,620	5,916	4,855	6,200	5,456	6,050	98%
Equipment Rental & Maintenance	2,810	1,323	2,061	2,200	1,530	2,200	100%
Filing Fees - State	2,817	3,395	3,136	3,800	4,258	5,000	132%
Insurance							
Director and Officers	2,596	2,225	2,225	2,400	2,225	2,400	100%
Liability	67	218	572	750	(130)	750	100%
Property	890	964	987	1,000	1,022	1,250	125%
Total Insurance	3,553	3,407	3,784	4,150	3,117	4,400	106%
Minor Office Equipment	(460)	712	3,657	2,000	576	2,000	100%
Occupancy expenses							
Rent	39,150	40,838	41,400	44,865	40,965	48,030	107%
Repairs and Maintenance	0	0	0	250	0	250	100%
Utilities	3,683	3,171	3,801	3,800	2,868	3,500	92%
Sub Lease (rent)	(14,850)	(16,875)	(17,100)	(18,486)	(17,925)	(20,100)	109%
Sub Lease (utilities)	(1,137)	(1,027)	(1,490)	(1,520)	(378)	(1,500)	99%
Total Occupancy expenses	26,846	26,107	26,611	28,909	25,530	30,180	104%
Printing & Copying	1,990	1,010	199	400	441	650	163%

RESIST, INC.
Budget 2012 - 1st Draft

	2008	2009	2010	2011 Budget	2011 YTD	2012 Budget	% Change
Postage, Shipping, Delivery							
US Post Office	1,697	516	856	900	496	900	100%
Postage Due/BRE Costs	4,587	3,811	3,608	4,250	4,019	5,000	118%
Total Postage, Shipping, Delivery	6,284	4,327	4,464	5,150	4,515	5,900	115%
Professional Fees							
Accounting	21,620	20,200	20,544	24,000	22,625	27,000	113%
Brokerage fees	1,376	1,810	892	1,500	838	1,500	100%
Consultant	0	90	5,815	5,500	3,763	3,000	55%
Temporary Help	410	6,016	20,945	5,000	0	2,000	40%
Total Professional Fees	23,406	28,116	48,196	36,000	27,225	33,500	93%
Supplies	3,651	4,870	3,645	3,800	2,852	3,800	100%
Telephone	2,488	2,621	2,469	2,750	2,027	2,750	100%
Travel & Meeting Expenses							
Conference & Meeting Fees	545	0	1,438	500	0	500	100%
Meals & Food	485	319	883	300	559	750	250%
Travel	648	379	864	3,000	1,832	2,500	83%
Total Travel & Meeting Expenses	1,678	698	3,185	3,800	2,391	3,750	99%
Total General and Administrative	80,923	85,317	110,750	103,909	81,480	104,530	101%
Taxes	(265)	0	0	0	0	0	
Board Expense							
Postage	0	46	9	50	36	50	100%
Travel	1,097	1,685	2,006	2,500	1,380	2,500	100%
Food	287	500	670	700	613	750	107%
Total Board Expense	1,385	2,230	2,685	3,250	2,029	3,300	102%
Total Expense	704,236	720,353	787,896	898,638	792,074	983,751	109%
Net Ordinary Income	(82,098)	219	341,340	(102,863)	(321,865)	(107,406)	104%
Receivable Income/Transfer	0	0	0	73,000	30,000	40,000	55%
Net Income	(82,098)	219	341,340	(29,863)	(291,865)	(67,406)	226%

Development Committee Meeting
December 1, 2011, 6 – 7 pm
Present: Jean, Diana, Kay, Jen & Ravi

1. Current Year's YTD Income and December Projections

Ravi reviewed the Income Report and December Projections (see attached report). If all goes as hoped, our income will be about \$115,000 over the amount budgeted. Most of the increases we are projecting are in our prospect and renewal mailings.

Last year, the average contribution from our year-end prospect mailings was \$39.95. The response rate was 1.32% (I mistakenly reported 1.72% at the meeting yesterday. The 1.72% response was from our lapsed donors, who also receive the acquisition mailing). 1.32% is still way above average.

Ravi will be asking Board members to help call or write some donors over the next couple of weeks.

Jen mentioned that she doesn't like receiving the monthly pledge reminders. She makes recurring gifts. She said a friend also told her that she did not like receiving them, and when she called to ask to not get them she somehow got removed from the pledge program (she has signed up again). When the pledge program was set up, it was setup outside the pledge software build into Sage, therefore, we cannot access some of the features that come with it. Ravi is planning to speak with our tech person and the support person from Sage, to see if we can do something to improve the pledge process.

2. Next Year's Budget

The Committee reviewed the proposed 2012 budget. Jean pointed out that the proposed 2012 income is just \$4,000 above the projected income for 2011. Ravi pointed out that this is a draft budget which is updated in January based on actual income in the previous year.

At the moment the 2012 budget has a deficit of \$67,406, which we hope will be reduced or eliminated, without having to make cuts in the final budget.

3. Six-Month Plan

Essentially people thought the six month plan as presented was good.

There was some back-and-forth about the targeted email campaigns proposed. Earlier, we had talked about the fact that RESIST is attractive to so many people *because* of the diversity of issues we fund. Would a targeted campaign focusing on a particular issue be less appealing? Diana and Ravi spoke about the enthusiastic response we received following the email we sent out after the nuclear accident in Japan. The idea would be to experiment quite a bit with different kinds of emails.

Ravi talked about wanting to do more events next year – some community based other more like house parties hosted by donors to introduce RESIST to their friends and colleagues.

Jen expressed some disappointment with the lack of Board participation in the three events she has organized. As we have talked about in the past, Board participation in fundraising is very important. Kay suggested that we need to get better at soliciting Board buy-in before launching a project. People are more likely to participate if they are involved in planning the event.

Marc suggested that RESIST consider organizing a screening of:

WE STILL LIVE HERE

<http://www.makepeaceproductions.com/outreach/>

(Âs Nutayuneân) tells a remarkable story of cultural revival by the Wampanoag of Southeastern Massachusetts. Their ancestors ensured the survival of the Pilgrims in New England, and lived to regret it. Now they are bringing their language home again.

A hero of the film is Ken Hale, a Resist founder and the person in whose memory we give the **Ken Hale Tribute Grant** each year. Ken Hale (1934-2001), one of the world's foremost linguists, a RESIST founder and a passionate activist for justice. This grant is given to support organizations which ensure that the voices of those most affected are given primacy in the struggle to protect and expand civil, cultural and political rights.

Minutes of Personnel Committee Meeting
12/2/2011

Present: Kay, Ragini

PC ideally needs one more person. Ragini will talk to Cynthia

Assign check in people:

- Nelson will be assigned to check in with Ravi
- Kay – Robin
- Ragini – Yafreisy and Saif until February Board meeting

6-month plan December 2011-May 2012

- Main thing that committee will be doing during this period is evaluations. Evaluations start in February and report to Board is in June.
 - PC could really use a fourth person for the evaluations period. If do not get new member, could someone from EC step in to help out during this period?
- Kay will write summary committee notes on evaluations by end of December for Ragini and Nelson to get up to speed before February.
- PC would like to look at the description of the committee's role and get together with staff to see if things need to be tweaked.
- Continue monthly one on one check-ins with staff.

Three year plan

- PC would like to suggest that the Board adopt a policy with respect to hiring of temporary staff. This may not involve expenditures but it could require some legal consultation
- Update Personnel Handbook [small line item if we want to have these available in hard copy]
- Set aside funds [approx. \$3000] for hiring outside consultants if needed
- Funds for the PC to have lunch with staff once a year to reflect on personnel policies, etc.
- Continue with monthly staff check ins
- Continue with yearly evaluations from February-June

**Staff Meeting
November 3, 2011
Minutes**

1. Check In

2. Fundraising

The prospect mailing is at the printer. It should drop in about two weeks. About 70,000 pieces.

The renewal mailing (ABC) will be in two parts. One will drop in November. Those who do not respond to it will get a second mailing in December.

The pledge letter needs to be written by tomorrow and go to Piro. Robin will work on it with Ravi.

After the notice from Pennsylvania- all solicitations must have disclosure notices using state specific language. The prospect could not be altered so it will go out and may generate a new complaint. The ABC will be pulled in time to add the disclosure language. The *Newsletter* will also need disclosure language- perhaps in the form of a buckslip stuffed in each issue.

Since the Fundraising Committee has not met- Ravi will first develop his six month plan and then put it out to them.

3. Grants

Robin and Yafreisy are behind in data entry. The packet needs to go out to the Board by November 21st. The Committee is meeting on November 15th.

4. Finance

Staff will meet on November 9th to finalize initial draft of budget at 10 a.m.

Finance Committee is meeting November 11th at 9:15.

Robin will schedule audit with Linda Smith for the end of January, beginning of February.

Bequest of \$50,000 is a big boost to bottom line.

5. Communications

Saif and Christy met this morning and had both a general discussion about the communications program as well as a meeting with Red Sun.

Christy gave Saif a basic tutorial on how to make web site changes- he is relieved that the systems are relatively simple.

The Board and Staff Bio pages need updating- add Saif, Nelson and Greg. Remove Christy, Jen Willsea, Diana Digges, Warren Goldstein-Gelb, Sarath Suong, Dimple Rana, Kohei Ishihara.

Saif will also be changing Robin and Yafreisy's titles.

We want to send out an e-blast regarding the Occupy campaigns reminding groups that there is emergency funding available and donors that we are on top of things.

Saif will start becoming more visible with RESIST's social networking sites as he needs a break from other pressing work.

He will be starting to think about the January / February 2012 issue of the *Newsletter* soon.

November/December 2011 Newsletter

Below is a compilation of things that need to happen by November 11 in order to have the NL in mailboxes by the second week of December.

Articles:

We have 3 articles in, which Amy, the editor has looked at and think they can go forward with editing. Those articles are from: Nebraskans for Peace, NARAL-Pro-Choice Wyoming and The Interfaith Alliance of Idaho.

Below are the articles we need to actively work on:

1. Indian People's Action needs to get their article in
(Saif has already connected with Indian People's Action about their article. Saif and/or Christy could edit it instead of Amy)
2. Economic Justice Coalition needs a call about rewriting their article
(Yafreisy was the one who contacted Ray MacNair, from Economic Justice Coalition, about their article. She will contact them, possibly interviewing Linda Lloyd)
3. Central District Organization needs to get their article in
(Saif left them a message- if no response we will drop the article)

Special Notes:

Yafreisy needs to turn in the "Meet RESIST Grant Recipients" in. She will write about three groups from the October 2011 cycle, and will also include DAWGS emergency grant.

The Occupy introduction, has been written by Ravi. It needs to be looked at in light of the articles featured. It will need additional work and then get sent to Amy. Saif will take this on.

The article from Nebraskans for Peace needs to include something about Occupy Nebraska in order to tie it into the rest of the NL.

Text Boxes:

The standard Donate boxes needs to be looked at. Ravi will work with Saif on this.

We need a box to introduce Saif and say goodbye to Christy.

The Masthead is finished, Ravi worked on it.

Photos & Graphics

We have photos from Occupy Idaho and the Wisconsin Cows.

See Robin about details and other photos/graphics.

There is a website from a group which was at NFG that has high res photos of Occupy stuff to download.

6. R&R Committee

Yafreisy is looking forward to stepping down. Saif will probably join this committee. There are a number of people in process including: Bev Tillery, Linda Thurston and Janice Wong. Amanda Matos and Wenda Tai are thinking about it.

7. Schedules

11/10: Saif at a training with Smartmeme

11/16: SoJust Event (Yafreisy and Ravi attending, perhaps Saif will attend)

11/17: Yafreisy at a funders retreat from 12 – 4.

11/30: Progressive Communicators Network all day training. Saif may go.

Next week Meredith is out of town and Robin will be picking up child duties. She will keep everyone up to date on schedule impact.

8. New Mexico Follow Up

We will do some tomorrow afternoon.

9. Next Facilitator and Meeting

Saif on Wednesday November 9^h.

Staff Meeting
11.29.11
Ravi, Robin, Saif, Yafreisy (Minutes and Facilitation)

Check-In

Fundraising Comm.

Prospect mailing has dropped, already about 700 returns of which perhaps a little over a hundred have no money in them. Bottom line: returns are looking really good.

ABC mailing went out around Thanksgiving. Ravi will be a data-entry slave from now until mid January. The Development Comm. is meeting Thursday Dec. 1st to talk about end of year and fundraising for 2012.

R&R Comm.

Have not met since October, Yafreisy sent a letter to Janice Wong, and to David Munoz. David responded back that he unfortunately was too busy and could not serve on the Board at this point.

Yafreisy needs to touch base with Janice.

Robin thinks that either Becca or Miabi will be in contact with R&R about their meeting with Bev Tillery (sp?) and a possible meeting with Linda Thurston.

Saif will transition onto the R&R Comm. at the end of December.

Finance Comm.

Is meeting Thursday Dec. 1st to look at the first draft of the Budget for 2012. The Comm. will also look at "dirty" numbers for October and November. Meredith will be in to reconcile Dec. 13th.

Communications Comm.

Met this morning, Carol and Marc attended the meeting. They are thinking of asking Miabi to write the year end review for the NL with assistance from Saif. If Miabi can't do it they have a list of other folks to solicit.

The February/March '12 NL will either focus on free trade and labor or taxes. The Committee also generated some other themes.

The Comm. is meeting again Dec. 15th, before then or shortly after Saif is going to meet with staff individually and as a group to get a sense of what folks have in mind in terms of priorities for the Communications program.

Executive Comm.

Is meeting today in the afternoon. Ravi will follow-up with them on the staff evaluations, Yafreisy and Robin's job restructuring evaluation. Personnel Comm. and Christy's exit interview.

Grants Comm.

Rescheduled twice due to scheduling conflicts. They have done their 6 month work plan. In lieu of the comm. doing its planned presentation Ravi and Saif will moderate a conversation on Occupy.

Upcoming Board Meeting

Robin and Yafreisy will do a short presentation on how we do grants again. Staff is bringing lunch. Robin will bring meat option. Ravi will bring vegetarian/vegan option. Yafreisy will pick up desserts and coffee. Ravi will get juice, Robin fruits and Saif will get bagels/muffins.

We need to pick up some paper products-Ravi and Robin will look into this.

Office

We redid the office chores chart:

Ravi-recycling
Robin-Vacuuming
Saif-Refrigerator
Yafreisy-Trash

Robin reminds us to wipe down the table after lunch.

Staff needs to finish Saif's training. Next week after the board mtg. is done.

We talked shortly about library subscriptions and rates. Saif will look into this.

Ravi will look into interns from Northeastern's internship program. He thinks it would be good if we each can develop a job description with tasks attached for an intern. So do a communications job description, one for development and one for grants.

Schedules

Robin will be out Dec.22-28th

Yafreisy will be out Dec. 23rd, 29th, 30th and January 2nd.

Ravi will be out Dec. 26th-January 2nd

Saif will be out Dec.9th

Saif wants to make sure we pre-plan end of year email fundraisers with the times we will be out. Ravi will be available to talk on the phone while he's out.

Meeting Adjourned

RESIST Meeting on: How to best support OWS

(OWS here refer to the Occupy movement, not just Occupy Wall St in NY. 'OWS sites' refers to different local camps. 'x2' or 'x3' means that multiple people vocally expressed their support of this idea)

Marc, Carol, Saif, Yafreisy, Robin, Miabi, Cynthia, Camilo

4:30 – 5:30

The idea that RESIST can take a 'leadership role:' In relationship to whom?

-Not leadership in relationship to OWS; more in terms of funders and perhaps facilitating work between our grantees and OWS sites

We made a loose commitment at the last Meeting to support our current grantees in their work with OWS. Is this correct?

-Or groups that we haven't funded yet but could, in terms of their OWS work? X3

-Use our FB page to reach out to our grantee network

Brainstorming on ways RESIST could support the OWS movement:

-giving emergency grants to those who apply

-doing some outreach suggesting that groups apply. Robin and Yafreisy could use networks that we already have, but we could also put it out on our e-list, FB, and twitter. Perhaps even the next level would be a paid ad

-Online training. As the Right is teaching people on how to talk about OWS, we might bring some grantees into a conversation about OWS in their community – and also how to deal with the myths and misperceptions. This could be open to more than our grantees. X2

-We could provide the method and medium for this, and hire a facilitator

-Connect our local groups to the OWS in their areas to do trainings

-For example, Camilo is meeting with OWS Boston who want to do popular assemblies and connect with local groups.

-Support regional spokescouncils – ones that are connecting various cities/towns

-Support national OWS

-Different allies in different areas could lead conversations/trainings in different regions. A funder-to-funder outreach could be very effective for more local needs/agendas. X2

-We have some great relationships with regional funders.

-TA Grants, not limited to grantees – to OWS-related groups.

-Remember that the TA grants are so limited by our laws. Is there a way to make those funds more accessible?

-Discussion: TA Grants to our grantees only, some say. It's a new and complicated issue to think about funding groups quickly that we don't have a relationship with.

-But there are some new groups that very much need technical support at this time. Can we play a role, especially to isolated groups? For example, OWS in Taos, NM.

-On the other hand, we should be supporting our existing groups, because for a lot of OWS groups, we don't know them well. Our grantees already have so much on their plate. Do we have the capacity to fund more than we already do? And would we be asking too much of our grantees, to ask them to link to OWS-related groups in their region?

-But doesn't funding different groups (not just grantees) take the pressure off our grantees, so we're not asking our grantees to do anything extra if they don't want to, we're supporting the groups who are interested in doing it.

-A specific RFP on this issue. Then we would get materials and be able to evaluate the proposals, it wouldn't just be funding new groups blindly.

-Re: small and isolated OWSs: is this where we should be putting a lot of energy, frankly? Are they making an impact, and are our grantees even focusing on those movements?

-Some say yes they are important to our grantees; others question whether it should be a priority right now in certain areas, particularly where we don't know the OWS's politics

-If we were to assume that this movement will last, then we do have time to think through this issue carefully. If it's not going to last, then our efforts on this issue don't matter anyways. We should do a listening process.

Reach out to our grantees AND to the OWS network and ask, what matters to you? What are you doing? What could RESIST do and how could we help? X5

-We should have open-ended questions but we should also have leads/concrete ideas, such as trainings, communication efforts.

-And make clear what RESIST is about and what our model is.

-Let's not make this so open that we're just asking people for random wish lists; we should ask people focused questions.

-At the same time, some groups might very well feel like this is asking them for more work; they might just want some funding immediately, and ask for a conversation later, after they've gotten more support, press coverage, etc.

-This is an opportunity to define our identity better. So far, the OWS sites Saif has participated in have been extremely hyper-critical. This is one way we could put forward our vision and what our relationship is with our grantees; and get out there to more people who we are and what an important funder we are right now. Right now, he's not sure OWS groups would put together a natural link between themselves and RESIST.

-Link OWS to RESIST through Chomsky and anarchism!

-We want to avoid at all costs telling groups what they should be doing, e.g. 'we think that you need trainings.'

-Paying for a training is more effective, in many ways, than giving away a bunch of separate TA grants.

-Note that there are certain kinds of trainings that RESIST can definitely do, but then there are more general kinds of conversations... like asking groups to share their different demands at OWS. What if we had a map on our website of different OWS sites and our grantees? Is there a way to electronically facilitate an updated bulletin of some kind, so that groups could communicate to OWS in their area what their agendas, campaigns, events are?

-We could send electronically information about grantees in their areas to OWS groups. We could use examples about productive collaboration between our grantees and OWS sites.

Timeline: -How do we implement these new ideas, given that this is a really busy time in the office due to the budget etc? Is this a sprint or a marathon? Going back to the comment about how long we're going to be investing in this? Remember that at this time of the year, groups are extremely busy doing fundraising and then take off for vacation next week.

Discussion on things we can do before the next meeting (concrete tasks decided on are listed in next item):

-Ask some of our grantees if they'd like to be listed on a map (that we would disseminate electronically), to see if they think that would be useful

-Contact as many OWS sites as possible and ask them to exchange resources: we'll put a link to your site on our website, and could you please put a (regularly updated) source on your site about grantee and RESIST info?

-Get a proposal out for next Board meeting for any major changes/ideas we need approval for

-Find out what other progressive funders are already doing

-Non-staff board members should do as much of the work as possible

Tasks:

1. Come up with a few questions to ask groups as our "listening process" mechanism. Carol volunteered to be point person but please send her thoughts ASAP to help her/provide ideas.

2. An email blast by end of next week about who we are and to apply for Emergency Grants (to grantees and new groups)

3. Marc wants to look at the website and see what issues we currently fund, to help our communication

4. Camilo will call and talk to OWS people that he knows, and ask them how to get in touch with as many regional sites as possible; and ask them how we can ask about exchanging links/maps. Would they give us technological help on how to use their map, etc? We'd also like to get out word about our Emergency Grants.

4. Ravi will convene next meeting in early January for next meeting

Thank you everyone!

RESIST questionnaire to facilitate strategic support to Occupy Wall Street Movements

Preface: It may be true: The revolution will not be funded. It depends on clear vision, organizing strategies and political commitment. But a little money wouldn't hurt, either. And RESIST, which has been funding social change since 1967, wants your help in figuring out how we can aid Occupy Wall Street Movements.

RESIST funds grassroots movements for social change, with a priority on groups that engage in ongoing work that addresses the root causes of injustice. Our general support grants (up to \$4,000 per year) reach hundreds of groups every year to help them organize, offer community-based solutions, and respond effectively to political challenges. Our technical assistance grants (\$500) fund ways to gain organizational expertise in everything from fund raising to communications and media campaigns to budgeting and finance. Our emergency grants (\$500) help groups respond quickly to unexpected organizing needs.

Please let us know how you and your OWS group think RESIST can best respond to the on-the-ground needs of OWS and movement groups engaged in OWS by answering the following questions. There's also space for you to add additional insights or suggestions. Thank you!

I. Training and technical assistance

On a scale of 1-5 (one = not at all useful; 5=extremely useful), please rate the value of following possible trainings or connections for our work:

1. Media messaging – how to get our message into the media without it being co-opted or misrepresented
2. Know your rights workshop – how can we claim our rights, and what happens if we choose civil disobedience?
3. Fund raising – where can we find support to keep OWS going? What kinds of strategies make sense?
4. Local and regional connections – how can we connect to other groups doing social, economic or environmental justice work in my area?
5. National connections – how can we connect to other groups doing social, economic or environmental justice work throughout the U.S.?
6. Social Media – is it an effective tool, and how can we use it?
7. OTHER: _____

II. Priorities

On a scale of 1-5 (one = not at all useful; 5=extremely useful), please rate the value of each of the following possible opportunities.

1. Media and Communications support
2. Legal support and training
3. Non-violence training
4. Fund Raising training
5. Social networking
6. A website/discussion board to share information and strategies
7. Other: _____

III. Other ideas

1. What do you see as the biggest need for your OWS group?

2. How are you going about addressing that need?

3. What are you hoping to accomplish, and how might other groups help you do that?

4. Other thoughts or ideas?

RESIST/Occupy Survey & Support

Last week we had a conference call about RESIST and the Occupy Movement. On the call we talked about figuring out how we could communicate with Occupiers around the country along with asking RESIST grantees about what they thought regarding the Occupy Movement. We also spoke about the ideas about how we could connect RESIST grantees with local Occupies and vice-versa. Mark had a great idea about sending out a survey to Occupys and RESIST grantees asking how we can work together to build our movements. Carol wrote up a draft email that Mark edited. We will have more to say and share and talk about at our next board meeting but I wanted to send you an update about my conversations with friends at OWLS as well as some details about evolving projects I am working on with Occupys.

Over the weekend I spoke to some OWLS folks who are long time friends (Marina Sitirin who is involved in Occupy legal work and Sarah Wald with OWLS media). I also had dinner on Sunday night with a couple OWLS people who came up to speak at an Occupy Providence event.

1) OWLS/RESIST Movement Survey:

The OWLSers I spoke to thought this was a great idea and they agreed to send the email to different working groups for dissemination and told me that it could be brought up at an InterOccupy conference so Occupys across the country could hear about it. Sarah Wald agreed to send our email to the Movement Building working group who coordinates InterOccupy communication and conference calls.

2) Occupy Together Map & Links to RESIST.inc:

On the RESIST call about Occupy the idea of making a similar map like the one on OccupyTogether <http://www.meetup.com/occupytogether> that would also overlap Occupys with RESIST grantees. I asked Marina about who did the OccupyTogether map and she said it was two young activists who did it early on when they couldn't have imaged it growing to this extent. I sent her an email to pass on to them asking if they could help us make one with links to RESIST grantees. I haven't heard back from them yet but I am also asking a few friends who might be able to do this in kind. All they would need is a list of the links and address information for our grantees. We would make the map update-able as well as interactive. I will keep the staff updated when I find someone to do this or let me know if you can think of someone else.

Regarding getting different Occupys to put up links to RESIST folks thought that made sense to pitch that at the same time as when we spread around the survey, in fact we can include a link to a tag on the bottom of the survey. The Occupy movement is largely decentralized so our ability to reach different occupys is dependent on the extent that we connect to the different people on various lists and in different working groups to spread the word.

Concerns about directly funding of Occupys:

When I was speaking to Sarah the issue came up how to determine who is speaking for an authentic Occupy. She suggested that before funds are given, that it should be brought up at a GA to make sure there is a transparency and to avoid us sending money to people who are presenting themselves as a legitimate Occupy. OWLS has gotten requests from individuals who are not really working with others and even in Occupy Fall River there is a fight between someone who demands that he is the spokesperson for OFR but who doesn't work with others and doesn't plan the GAs, etc.

When I spoke to Marina about what she thought Occupys needed right now she was excited about the idea of regional spokescouncils that I mentioned and she asked if RESIST could play a role in making those more accessible than many Occupys have been in terms of Spanish translation, accessibility and transportation. I told her that this idea was not discussed by the Board but that I could bring it up. I working with others around New England in planning a New England Spokescouncil because there is interest but these would only be useful in other regions where people thought they could be useful. In such places perhaps RESIST could support the facilitation of regional spokescouncils that could intentionally include RESIST grantees, provide organizing training and increase the participation of people of color in coordinating next steps. I think we need to really encourage an organizing mindset that sets clear new goals like popular assemblies and regional spokescouncils or else the media and many activists will declare the Occupy Movement dead as more stop camping out.

Below is some other information about broader Occupy issues I have been working with Occupy activists on.

These issues might also help us to figure out how we can plan our role.

At the last Board meeting most Occupy activists have never developed an organizing campaign. The Occupy Movement has mostly focused on the tactic of direct action with the structure of General Assemblies. As I mention below spokescouncils and working groups are helping specific Occupys to get more work done related to coordinating actions and maintaining occupations but I have proposed regional spokescouncils as a mechanism to both increase our movements mobilization capacity and to foster more community organizing and coordination with local grassroots organizing groups. So below are some details about the my initiatives to provide organizing training for Occupy Boston and facilitate a regional spokescouncil in New England. Also below is information about the organizing training that I am developing at the request of Occupy Boston.

Organizing Trainings & Popular Assemblies:

I have been asked by Occupy Boston activists to put together a 2 day training for Occupy Boston activists who want to try to organize in their neighborhoods. This training will include the history popular assemblies around the world and the nuts and bolts organizing skills (telling your own story, how to do a one on ones and door knocking) that will enable activists to do effective outreach. I am working with activists to form a campaign where interested Occupy Boston activists will get training and will be encouraged (expected) to do clear tangible measured organizing work. For many activists this will be the first time they have done organizing rather than event or action focused mobilization. The first training will include telling your story (to encourage folks to speak about and focus on the economic issues that resonate with the broader public: i.e.: "messaging") and activists will be asked to do 5 one on ones after having a one on one training. Activists will have a week or two to hold 5 one on ones and the pitch during the one on ones will be to attend the second meeting (training). During the second meeting(training) Occupy Boston activists (and the new people who come from the one on ones) will be share their stories and will be given a door knocking and outreach training. Then folks will plan a Popular Assembly and do door knocking with surveys and a script that asks people about their issues of concerns and their stories. We will then have an (indoor)Popular Assembly that will be a mix of one on ones, small group discussions about issues and a GA that will illuminate common issues and highlight some stories and roll out a larger organizing plan for the next Popular Assembly.

I could see RESIST playing a role bringing RESIST grantees to regional spokescouncil to share specific organizing skills and I am willing to work with them on implementing organizing campaigns that I describe above, if there is interest.

Regional Coordination & Regional Spokescouncils:.

Over the last few weeks I have gotten excited reactions from Occupy activists about the idea of regional spokescouncils in order to build up the ability to coordinate on a larger scale and have a forum to facilitate organizing trainings and to work with local grassroots groups. At the beginning General Assemblies were seen by some in the Occupy movement as not only the main decision making body for Occupy but the main mechanism for building the movement. For some time I have been sharing with folks how we should be holding spokescouncils where groups would meet and do work outside the GA's and then bring that work back to be reported on and to present at the GA next steps rather than focusing solely on the GA as the place where we get things done. (In Seattle in 1999 we had always used spokescouncils, and affinity group clusters, from the very beginning but it has taken some time for this technique to be taken up by the Occupy movement.)

The spokescouncil structure that is finally spreading could also be key to building up regional communication of Occupys and strengthening the Occupy movement's mobilization ability at a time when many are wondering what to do next. I am working with different Occupy activists to coordinate a regional (OccupyNewEngland) spokescouncil that could decide to take regional actions together and could make critical decisions on moving the Occupy movement more toward working with local groups and toward implementing grassroots organizing techniques not just actions and occupations. Marina and others with OWLS who I have mentioned this to are excited about it. I have already spoken to folks in Maine, VT, CT and MA about a New England regional spokescouncil and a few Occupy activists have volunteered to help do a Occupy New England website for communication and coordination. I have recruited a core number of Occupy activists from around New England who are interested in working together to do a regional spokescouncil. In order for a regional spokescouncil to

work it should have been discussed and voted on by all GAs in the region. Once we figure out a realistic time line to coordinate a regional spokescouncil I will let you know if you like.

I could potentially see RESIST playing an important role in facilitating regional spokescouncils that could include group decisions and organizing trainings with RESIST grantees. If the board would want to help make regional spokescouncils happen RESIST could coordinate organizing trainings on a regional level and make sure that our grantees struggles where raised. Regional spokescouncils could help facilitate communications, trainings and provide support to Occupys in smaller towns within a region. (We would need to make sure to have strong facilitators and a well planed agenda to avoid frustrating organizers with the typical timely General Assembly.)

Ok that is all a lot of information but I figured I would fill you in Occupy relate work I am doing and to update you about the conversations related to RESIST.

Thanks for all you do!
Camilo