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Resist Steering Committee Meeting, April 2, 2012

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RESIST Board Minutes, April 2, 2012

Present: Cynthia Bargar, Robin Carton (grants note-taker), Miabi Chatterji, Becca Howes-Mischel, Ravi Khanna, Kay Mathew, Yafreisy Mejia, Marc Miller, Jim O'Brien (business meeting note-taker), Greg Pehrson, Saif Rahman, Nelson Salazar, Carol Schachet (business meeting chair) Ragini Shah (grants chair), Linda Thurston

Introductions

Minutes of February meeting: Approved

Board membership: Votes and announcements

- Saif Rahman's waiting period as a new staff member having expired, the issue of his joining the Board as a voting member was raised, and was unanimously approved.
- Becca Howes-Mischel announced that this was her last meeting as a member of the Board due to starting a tenure-track teaching job at James Madison University in the fall.
- Ragini Shah asked for a one-year leave of absence while she is in Mexico on a Fulbright grant starting in July. Unanimously approved.
- On recommendation of the R & R Committee, the board voted unanimously to add Judy Hatcher to the Board, starting immediately.

Board Retreat (first weekend in June)

Substance: The theme of the retreat will be Challenges and Opportunities. In a discussion, the following points were made in regard to (a) positive developments in what RESIST has done recently and (b) challenges.

Positive developments: we raised the maximum grant size; we're clarifying gray areas of giving; fundraising is going well (unlike that of many other groups); the political environment has more energy, e.g., the Occupy movement; the staffing situation is strong; the Board is stable and a bit more diverse; applications are more diverse; other funders are pulling out of certain red states but we aren't.

Challenges: committees are struggling; mailings to potential new donors depend heavily on Noam Chomsky's name; need to reach younger donors; doing more with planned giving; how to best use the increased staff time; messaging; U.S. is "back to around 1900," e.g., increasing militarization, acceptance of high unemployment rate; fewer grant applications; defining our role in the progressive funding network; shortage of applications from some sectors, e.g., Native American communities

Logistics:

- The retreat planners will work out dates. Nearly everyone at the meeting said they would be available for Friday evening and Sunday.
- Miabi and Kay joined the ad hoc retreat committee.
- It was moved and approved that if the committee wants expenses of as much as \$3,000, it submit a written budget for approval.

Reproductive Rights Discussion

Becca made the following points in a presentation to the Board:

Reproductive rights are more under attack than at any time in the last two decades. The issue needs to be seen broadly – *Roe v. Wade* isn't the issue because it's been chipped away.

Contraception is a political issue in four ways: (1) emergency contraception for victims of sexual assault (religious institutions control more and more hospitals – 20% of all hospital beds in 1999 and growing); (2) contraception is being confounded with abortion; (3) "conscience" clauses are expanding in many states; (4) in regard to insurance, the Right was been effective in depicting contraception as a luxury good.

Abortion is currently being contested in multiple ways: (1) waiting periods; (2) redefining f "informed consent" (e.g., ultrasounds); (3) letting doctors give women misinformation (re results of amnio, and re the supposed connection between abortion and breast cancer); (4) prohibiting taking minors across state lines for abortion; (5) redefining who has a legal stake, e.g., partners and even grandparents; (6) requiring clinics that only do medical abortions to conform to surgical standards; (7) applying the Hyde Amendment more broadly (e.g., federal employees, military personnel, and Peace Corps volunteers can't use federal insurance plans for abortion); (8) "personhood" claim being used for fetal protection laws, new definitions of pain (women, e.g., jailed for drug exposure, e.g. in South Carolina, where treatment programs aren't available); (9) state support for crisis pregnancy centers, with misleading labels. The bottom line is less about the political viability of some of these measures than that they represent changes in what had been established norms.

The Guttmacher Institute says that more than half of women of reproductive age living in states that are hostile to abortion.

Women have the right to have children, to not have children, and to parent the children that they do have in safe and healthy ways.

Talking about reproductive justice instead of reproductive rights is important.

It is important to push grantees to take abortion rights as central to what it means to be activists on the left. There's a lot of sexism involved in neglecting gender as a central issue.

The following points were made in the discussion that followed Becca's presentation:
Nelson: Different groups have different agendas

Kay: Do we change the wording of Question 11 in the grant application? We don't mention sexism or racism.

Greg: The reproductive justice framework is eye-opening.

Miabi: Becca's insights are very helpful. We could work Question 11 more broadly.

Ravi: He'll put Becca's insights into the next pledge letter.

Yafreisy: Hopes Becca will work with the Grants Committee to reword the application form.

Marc: We need to break down all parts of Question 11 into concrete things – a spectrum of responses to each part, at least for internal uses, but maybe it can help groups think about their work.

Carol: The “lowest hanging fruit” for the Right is women – e.g., the explosion of state laws.

Committee Reports

Finance Committee: Board members unanimously agreed that they had had the opportunity to read (a) the audited financial statement, (b) IRS Form 990, (c) Massachusetts Form PC, and (d) the New York state CHAR500.

***Statement:** The Board members of RESIST have each received a copy of RESIST's 2012 (a) audited financial statements, (b) IRS Form 990, (c) Massachusetts Form PC, and (d) New York CHAR500. Board members have had a chance to review and comment on these documents. Board members do not have any questions, comments, concerns or changes to propose. The Board endorses these documents and directs staff to file them with the appropriate authorities.*

Personnel Committee: All staff members have completed the staff evaluation forms. Committee members will meet with staff in April and the committee will report at the June Board meeting.

Executive Committee. The committee has created, and is maintaining, a grid of ongoing projects that the committees are responsible for.

Grants Committee: (a) This committee is looking for one more member (currently Greg, Robin, and Yafreisy). (b) The committee is also looking into “webinars,” possibly with two initial topics (e.g., criminal justice, the Middle East). This would be mostly for the Board but maybe open to grantees. RESIST bought webinar software recently, but nobody currently knows how to use it.

Fundraising Committee: (a) The March 30 film/fundraiser brought in approximately \$1,200. (b) Although the overall fundraising goal for this year was ambitious, we're currently on track for exceeding it. The Fundraising Committee and Finance Committee will do a six-month assessment this summer.

Communications Committee: December 2011 was the second-highest month for “hits” n the website (Feb. 2011 was the highest). The committee is working on three areas of improvement on the website, e.g., streamlining the procedure for on-line donations.

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Building Organizational Capacity: Key roles as a consultant or trainer (*Community Resource Exchange, Women of Color Fundraising Institute, Grantsmanship Center*), as program director (*Amnesty International, the Environmental Support Center*) or board member (*Grassroots Institute for Fundraising Training, Environmental Capacity Builders Network*) in supporting the organizational development of small nonprofits, with a concentration on community-based groups and activists of color.

Social Justice Philanthropy: Significant experience as grantmaking staff (*Funding Exchange, Crossroads Fund*) or board member (*National Committee for Responsive Philanthropy, Twenty-First Century Foundation, Changemakers, Black Philanthropic Alliance*) with national and local funders interested in harnessing the power of organized philanthropy to support grassroots social change.

PROFESSIONAL EXPERIENCE

ENVIRONMENTAL SUPPORT CENTER, Washington, DC, 7/05-12/11

- Initially joined the staff as *Director of Programs* to coordinate programs that boost the organizational effectiveness of environmental justice and advocacy groups around the country through grants and other resources. Served as *co-Executive Director* for 10 months in 2007, with added responsibilities for management and fundraising during ESC's executive director transition. Named as *Executive Director* in September 2008, responsible for the overall management, administration and fundraising for the organization.
- Used a variety of leadership skills, including board and staff support, project development, networking, writing and public speaking, to navigate a struggling organization through executive changes and funding crises, and ultimately through dissolution in the fall of 2011.
- Was an advocate, among mainstream conservation groups, foundations and capacity builders, for moving beyond superficial diversity and approaching environmental work with a social justice lens.
- Spearheaded initiatives such as *We Want to Be at the Table: Helping Environmental Groups Rebuild after Katrina* and *Everybody's Movement: Environmental Justice and Climate Change* to call attention to the needs of groups in low-income communities and in communities of color.

Other relevant previous experience includes:

- **CENTER FOR COMMUNITY CHANGE**, Washington, DC, Associate Development Director, 2002-2005. Developed, implemented and monitored strategies for renewing and increasing revenues from current donors; managing the information and stewardship needs of donors, and prospecting for, acquiring, retaining and upgrading new donors.
- **CONSULTANT AND TRAINER** for nonprofits around the country, as an independent contractor or for the Community Resource Exchange, the Women of Color Fundraising Institute, and the Grantsmanship Institute. Developed workshops and curricula, presented week-long seminars, facilitated meetings, and helped organizations learn and use fundraising techniques, grapple with complex challenges, and understand the nonprofit

world. Individual clients included the Black Belt Community Foundation, the Bread and Roses Foundation, Third Sector New England, and the Washington Women's Foundation. Recent clients include the Hip Hop Caucus, Freshwater Future, the Institute for Policy Studies, and the Philanthropic Initiative for Racial Equity.

- **FUNDING EXCHANGE**, New York, NY, Director of Grantmaking and Education, 1993-1998. Coordinated grant cycles, reviewed proposals, prepared dockets and other written material, worked with activist-advised and donor-advised funds, participated in the management team, and solicited donors. Other duties included designing funding initiatives, outreach to potential donors and grantseekers, participating in forums and committees within the philanthropic community, and supervising program officers and administrative personnel.
- **AMNESTY INTERNATIONAL USA**, Chicago, IL and Atlanta, GA, Public Information Officer and Southern Regional Director, 1988-1992. Coordinated the activities of volunteer human rights advocates in 11 southern states, and served as the regional spokesperson on international and domestic issues. Facilitated media coverage in 13 Midwestern states, and trained and assisted volunteers to increase the visibility of human rights concerns through press coverage, community outreach and special events.
- **CROSSROADS FUND**, Chicago, IL, Associate Director, 1986-1988. Administered the foundation's grantmaking program. Reviewed proposals, coordinated site visits and grantmaking meetings, and corresponded with grantseekers. Other duties included outreach, media and board development.
- **FREELANCE WRITER, FUNDRAISER AND PROJECT MANAGER** for nonprofits in Chicago, including the Illinois Coalition against the Death Penalty, the Peace Museum, and the Chicago Committee to Defend the Bill of Rights, 1983-1986.
- **NATIONAL TRAINING AND INFORMATION CENTER**, Chicago, IL, researcher and writer, 1981-1983. Wrote for and edited national newsletter, and produced other material for community organizers. Participated in public education and mobilizations around housing, banking, employment and other issues. Served as administrative assistant for a national VISTA volunteer project.

VOLUNTEER LEADERSHIP

Served on numerous boards of directors of local and national service, advocacy, training and grantmaking organizations. Currently serves on the boards of the Pesticide Action Network of North America (chair), the National Committee for Responsive Philanthropy, and the Grassroots Institute for Fundraising Training. Member, NAACP Environmental and Climate Justice Advisory Panel.

EDUCATION

Bachelor of Arts degree, Linguistics, Northwestern University, Evanston, IL, 1979.

Communications Update
Prepared by Saif Rahman
April 1, 2012 RESIST Board Meeting

Summary:

While a bit slow, all of the metrics for RESIST's outreach and number of people we are reaching is steadily on the rise. For months RESIST did not have a dedicated communications staff person focusing on this outreach, which probably severely hurt us. All of these numbers are comparing November 1, 2011 to today (the day a full time staff person came on).

Website:

Our website hits are slowly increasing, with fluctuation day to day and week to week. Right now we average anywhere from **100 to 150 hits** a day with **2/3 of those visitors being new**.

The trends are very good though. For example, this March **was the second highest total hits** to the website we've ever had. We had 3,121 totally visits (2,303 unique) with 9,257 page views. **December 2011 was the 3rd highest** (February of 2011 was the highest).

Plan:

Working with the rest of the staff, we have initiated a three part plan to revamp specific portions of the website to make them more interesting and user friendly.

The first step is on its way which is focusing on the "donations" page on the website. Currently our online donations are minimal and we would like to increase this method of fundraising in the future. This will start with a brand new "support" page, making it much easier to donate online. Currently you have to click through two or three pages to donate. There will be one simple, integrated, page to donate online, with testimonials from our donors, our state registrations, and a bit of our history/why you should give. We intend a big online donation push once this is completed. This should be completed in the next few weeks.

The second phase will focus on the "grantees" section of our website. Currently there are just simple lists of grantees organized by years. The grantee page is actually our most viewed page on the site. We would like to make this much user friendly, with a database of groups that you can search by year, location, and area of work. Ideally, this could go back to RESIST's early years, giving a sense of who we have funded through time.

The third phase is the "history" section of the website. We do ourselves a disservice by not highlighting our rich history on our website. This section will contain more photos, a timeline, and highlight some of our grantees that our now well known cornerstones of the progressive/radical movement).

Email:

We have made it a priority to periodically send more emails to our (relatively small) email list. The response to the few that we have sent out has been positive thus far.

Since November 1st, we have **394 new email subscribers which is a 13.26% increase**. We are up to 3,366 subscribers.

Plan:

We plan on sending more timely e-blasts about current events, stories about our grantees, and other useful information for our supporters, allies, and grantees. This strategy depends on quality content, which people will want to share.

The other goal with email subscriptions is to increase online giving, which we are seeing a modest increase over time.

Newsletter:

There have only been two *Newsletters* that have gone out since November 1st. The print subscribers are hard to calculate with the number of changes in address, temporarily away and other factors numbers, so I'm not currently relying too much on these numbers to give insight on interest in the *Newsletter* until I do a large purge of the list. But to give you a sense, **the November/December Newsletter went out to 10,142 subscribers and the January/February one went out to 10,793 subscribers.**

Facebook:

We are seeing pretty good numbers from Facebook, not only with more "likes" but with engagement of our audience.

We currently have **707 "likes"**. **That is a 19.22% increase** from November. (This number is a bit lower than it probably should be because we previously one "fan page" and one "friend" account, which we decided to streamline and make less confusing. I have deleted one of them and now focus only on "fan page".)

We currently are positing stories of our grantees, our *Newsletter*, email blasts, and events.

Twitter:

We currently have **375 "followers" now. That is an amazing 82.9% increase.**

We "retweet" many stories about what our grantees and allies are doing. We tweet some original tweets attempting to draw people to our website to access the *Newsletter*.

RESIST Finance Narrative

January 1, 2012, to February 29, 2012

Accompanies Statement of Net Assets and Statement of Activities

BIG PICTURE

Our *net income* (income less expenses) for January 1, 2012, through February 29, 2012, was a *loss* of about **\$73,320**. In our annual budget for this time period, we expected to have a net loss of **\$82,984** - which means that we are **\$9,664** ahead of where we expected to be at this time.

Income is higher than expected by **\$12,121**. *Expenses* are approximately **\$2,547** higher than anticipated. This means we have a difference of approximately **\$9,574** between where we expected to be at this time and where we actually are.

In our 2012 annual budget, RESIST plans to utilize \$40,000 from three bequests to cover the anticipated shortfall. \$30,000 will be from the Ed Baker Bequest to pay for additional grant spending. \$10,000 will be a loan from the Phillip Schleimer Bequest for new fundraising initiatives and to cover increased fundraising personnel costs.

STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately \$809,101. This is about **\$97,224** *less* than we had at this time in 2010. The decrease in assets is primarily due to: 1) the Board authorization of approximately \$30,000 in additional grant spending, 2) \$16,846 in additional personnel costs, and 3) an unrealized loss of \$17,565 in investments.

STATEMENT OF NET ACTIVITIES (ITEM B)

Revenue:

Revenue is about **\$12,121** *higher* than budgeted: \$73,231 actual vs. \$61,110 in the budget.

Gifts and Pledges: **\$988** higher than budgeted

- *Internal mailing* contributions are approximately **\$8,834** less than budgeted. Income from the pledge program is **\$3,363** lower than expected. Appeals to current donors are **\$4,767** less than expected. Revenue from the *Newsletter* is **\$704** less than expected.
- *Prospect mailing* contributions are **\$1,938** under budget. The spring mailing will drop slightly later in 2012 which may depress the returns.
- *Special Contributions* are **\$11,760** higher than budgeted.

Board Fundraising is **\$100** more than budgeted.

Unsolicited Gifts (donations under \$500) were **\$480** more than expected.

Major Donor gifts exceeded budget expectations by **\$10,830**. Just a reminder that there has been a change in classification of donations over \$500. A significant number of current Major Donor donations were previously categorized as Internal Mailing or Unsolicited gifts.

No *Foundation Gifts* have been received yet. One gift from the Bardon-Cole Foundation is anticipated at some point this year.

No *Bequests* have been received yet, however RESIST received notice of a \$1,000 bequest from the Trust of Carol K. Capizzi. The trust is currently tied up in legal proceedings and it is unclear when the bequest will be received.

Bottom Line: Gifts and Pledges are performing quite well. Discrepancies from the 2012 budget for current donors is not a concern given several changes in the classification of major donors. This would result in an increase in major donor revenue and a decrease in *Newsletter* and renewal income.

Investment Income: \$11,025 higher than budgeted

- *Interest and dividends* are **\$374** lower than budgeted.
- *Realized gains or losses* on the sale of investments are a gain of **\$1,908** under budget.
- *Unrealized gains or losses* on investments are a gain of **\$13,306** over budget.

Bottom Line: February investment income has been reconciled. These numbers reflect market conditions as of February 29, 2012.

Expenses:

Expenses are about **\$2,547** more than budgeted: \$146,551 actual vs. \$144,094 in the budget.

Fundraising expenses: \$3,528 less than budgeted

- *Internal mailing* costs are about **\$351** under the budgeted amount (pledge: **\$149**, ABC: **\$500**). This reflects minor discrepancies in the timing of receipt and payment for new 2012 bills.
- *Prospect mailing* costs are about **\$849** under the budgeted amount. This also reflects discrepancies in the timing of receipt and payment for new 2012 bills.
- *Misc. fundraising costs* are approximately **\$2,329 under** budget. This reflects upcoming payments for the Sage Technical Assistance subscription and allocation of postage.

Program expenses: \$9,699 more than budgeted

- *Grants Program* expenses are **\$9,766** over budget. General support grants are **\$6,000** over budget and multi-year grants are **\$4,000** over budget – both are increases approved by the Board.
- *Newsletter* costs are **\$93** less than budgeted.
- *Web site* expenses are **\$4** under budget.

Administrative Expenses: \$3,684 more than budgeted

- *General and Administrative* expenses are \$1,386 more than budgeted.
- *Personnel* expenses are \$4,549 less than budgeted.

Personnel costs (excluding health insurance) are \$2,177 over budget.

Health insurance costs are \$6,726 under budget. This number is low because the budget shows two months of health insurance costs- however one month was paid in December 2011. When the adjusting entries are made after the financial statements are approved it should recognize this fact.

RESIST
Statement of Financial Position
As of February 29, 2012

		2012	2011
ASSETS			
CURRENT ASSETS:			
Cash		50	50
Investments		358,200	434,593
Grants Receivable, Current		0	3,000
Prepaid Expenses, Inventory and Other Current Assets		6,355	4,070
Total Current Assets		364,605	441,713
Property and Equipment, Net		(12,427)	(11,774)
OTHER ASSETS			
Grants Receivable, Long-Term		0	0
Deposits		2,230	2,230
Total Other Assets		2,230	2,230
Total Assets		354,408	432,169
LIABILITIES AND NET ASSETS			
LIABILITIES			
Grants Payable		84,300	92,000
Accounts Payable and Accrued Expenses		7,024	(716)
Accrued Payroll and Related Costs		13,656	9,220
Total Liabilities		104,980	100,504
NET ASSETS			
Net Assets, Beginning of Year		777,440	841,947
Change in Net Assets		(73,319)	(36,126)
Net Assets, End of Period		704,121	805,821
TOTAL LIABILITIES AND NET ASSETS		809,101	906,325

RESIST
Statement of Activities - Board Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
SUPPORT AND REVENUES				
Internal Mailings	30,666	39,500	(8,834)	376,000
Prospecting	2,062	4,000	(1,938)	68,000
Special Contributions	17,760	6,000	11,760	308,075
Special Event Income	0	0	0	5,000
Misc. Revenue	288	180	108	2,200
Investment Income	356	730	(374)	5,500
Realized Gain (Loss)	(708)	1,200	(1,908)	1,000
Unrealized Gain (Loss)	22,806	9,500	13,306	30,000
	73,231	61,110	12,121	795,775
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	974	1,325	(351)	43,600
Prospect Mailing Costs	1	850	(849)	60,850
Major Donor Costs	0	0	0	150
Special Event Costs	0	0	0	700
Misc. Fundraising Costs	413	2,741	(2,328)	5,950
Total Fundraising Costs	1,388	4,916	(3,528)	111,250
<i>Program</i>				
Grants Program	63,471	53,705	9,766	309,200
Communications Program	6,453	6,550	(97)	44,400
Total Program Costs	69,924	60,255	9,669	353,600
<i>Other</i>				
Personnel	53,626	58,175	(4,549)	301,629
General and Administrative	21,519	20,133	1,386	103,909
Board Expenses	94	615	(521)	3,250
Total Other Costs	75,239	78,923	(3,684)	408,788
Total Expense	146,551	144,094	2,457	873,638
CHANGE IN NET ASSETS	(73,320)	(82,984)	9,664	(77,863)
NET ASSETS, BEGINNING OF YEAR	777,440			777,440
NET ASSETS, END OF YEAR	704,120			699,577

RESIST
Statement of Activities - Long Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
SUPPORT AND REVENUES				
Internal Mailings				
Pledges	14,637	18,000	(3,363)	150,000
Newsletter	2,796	3,500	(704)	43,000
ABC/House mailings	13,233	18,000	(4,767)	183,000
Total Internal Mailings	30,666	39,500	(8,834)	376,000
Prospecting	2,062	4,000	(1,938)	68,000
Special Contributions				
Bequests	0	0	0	35,000
Board Fundraising	100	0	100	600
E-Fundraising	0	0	0	600
Employer Matching Grants	150	0	150	300
Foundations	0	0	0	5,000
Major Donors	16,830	6,000	10,830	250,000
Unsolicited	480	0	480	15,000
Baker Memorial Fund	0	0	0	1,000
Holmes Memorial Fund	0	0	0	75
Kurtz Memorial Fund	200	0	200	500
Total Special Contributions	17,760	6,000	11,760	308,075
Special Event Income				
House Parties	0	0	0	5,000
Total Special Event Income	0	0	0	5,000
Misc. Revenue				
Fiscal Sponsorship Fees	0	0	0	100
NWTRCC	210	100	110	1,500
Royalties	0	0	0	100
Merchandise Sales	90	80	10	1,000
Merchandise Expenses	(12)	0	(12)	(500)
Total Other Revenue	288	180	108	2,200
Investment Income				
Dividends and Interest	356	730	(374)	5,500
Realized Gain (Loss)	(708)	1,200	(1,908)	1,000
Unrealized Gain (Loss)	22,806	9,500	13,306	30,000
Total Investment Income	22,455	11,430	11,025	36,500
Total Income	73,231	61,110	12,121	795,775

RESIST
Statement of Activities - Long Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
Expense				
Fundraising Costs				
Internal Mailing Costs				
Pledge Program				
Printing	270	150	120	2,300
Postage	464	250	214	2,500
Mailhouse	240	425	(185)	2,700
Consultant	0	0	0	0
Total Pledge Program	974	825	149	7,500
ABC/House Mailings				
Printing	0	500	(500)	10,000
Postage	0	0	0	6,600
Mailhouse	0	0	0	7,000
Consultant	0	0	0	12,500
Total ABC/House Mailings	0	500	(500)	36,100
Total Internal Mailing Costs	974	1,325	(351)	43,600
Prospect Mailing Costs				
Printing	0	0	0	18,500
Postage	1	0	1	18,500
Mailhouse	0	0	0	10,000
Consultants	0	0	0	8,250
Photos and Graphics	0	0	0	1,100
List Rentals	0	850	(850)	4,500
Total Prospect Mailing Costs	1	850	(849)	60,850
Major Donor Costs				
Printing	0	0	0	75
Postage	0	0	0	75
Total Major Donor Costs	0	0	0	150
Special Events				
House Parties	0	0	0	500
Printing	0	0	0	100
Postage	0	0	0	100
Total Special Events	0	0	0	700
Misc. Fundraising Costs				
Administrative Fees	60	35	25	200
Books and Subscriptions	0	1,820	(1,820)	2,000
Equipment Rental and Maintenance	20	24	(4)	150
Printing	0	2	(2)	750
Postage	332	860	(528)	1,750
Promo Merchandise	0	0	0	500
Supplies	0	0	0	100
Travel and Meetings	0	0	0	500
Total Misc. Fundraising Costs	412	2,741	(2,329)	5,950
Total Fundraising Costs	1,387	4,916	(3,529)	111,250

RESIST
Statement of Activities - Long Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
Program Costs				
Communications Program				
Newsletter Costs				
Printing	3,650	3,250	400	18,500
Postage	1,834	1,700	134	11,500
Mailhouse	0	1,280	(1,280)	8,500
Consultants	713	0	713	3,000
Photos and Graphics	0	60	(60)	400
Total Newsletter Costs	6,197	6,290	(93)	41,900
Website & Internet	256	260	(4)	2,500
Total Communications Program	6,453	6,550	(97)	44,400
Grants Program				
Grant Allocations				
General Support Grants	47,000	41,000	6,000	221,000
Multi-Year Grants	16,000	12,000	4,000	60,000
Accessibility Grants	0	0	0	5,000
Emergency Grants	0	0	0	4,000
Technical Assistance Grants	0	0	0	6,500
NWTRCC Grants	0	0	0	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	63,000	53,000	10,000	303,000
Equipment Rental	428	480	(52)	2,700
Library	0	0	0	30
Printing	0	100	(100)	850
Postage	43	125	(82)	1,500
Travel and Meetings	0	0	0	1,120
Supplies	0	0	0	0
Total Grants Program	63,471	53,705	9,766	309,200
Total Program Costs	69,924	60,255	9,669	353,600
Personnel				
Employee Salaries	40,175	38,687	1,488	193,448
Payroll Taxes	3,881	3,480	401	19,296
Pension Plan Match	1,607	1,546	61	7,610
Health Insurance	7,736	14,462	(6,726)	80,000
Workers Compensation	227	0	227	775
Staff Development	0	0	0	500
Total Personnel	53,625	58,175	(4,550)	301,629

RESIST
Statement of Activities - Long Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
General and Administrative				
Advertising and Outreach	0	200	(200)	2,500
Books & Subscriptions	0	0	0	250
Depreciation and Amortization	0	0	0	2,000
Dues, Fees and Fines				
Bank & Credit Card Fees	2,291	650	1,641	5,500
Dues	0	0	0	200
Finance Charges	0	0	0	250
Late Fees	25	0	25	250
Total Dues, Fees and Fines	2,316	650	1,641	6,200
Equipment Rental & Maintenance	240	330	(90)	2,200
Filing Fees - State	150	0	150	3,800
Insurance				
Director and Officers	0	0	0	2,400
Liability	697	750	(53)	750
Property	1,058	1,250	(192)	1,000
Total Insurance	1,755	2,000	(245)	4,150
Minor Office Equipment	40	0	40	2,000
Occupancy expenses				
Rent	7,570	8,005	(435)	44,865
Repairs and Maintenance	0	0	0	250
Utilities	333	360	(27)	3,800
Sub Lease (rent)	(3,350)	(3,350)	0	(18,486)
Sub Lease (utilities)	(125)	(250)	125	(1,520)
Total Occupancy expenses	4,428	4,765	(337)	28,909
Printing & Copying	0	20	(20)	400
Postage, Shipping, Delivery				
US Post Office	26	210	(184)	900
Postage Due/BRE Costs	1,396	600	796	4,250
Total Postage, Shipping, Delivery	1,422	810	612	5,150
Professional Fees				
Accounting	9,620	10,000	(380)	24,000
Brokerage fees	527	350	177	1,500
Consultant	0	0	0	5,500
Temporary Help	0	0	0	5,000
Total Professional Fees	10,147	10,350	(203)	36,000
Supplies	565	500	65	3,800
Telephone	399	458	(59)	2,750
Travel & Meeting Expenses				
Conference & Meeting Fees	0	0	0	500
Meals & Food	57	50	7	300
Travel	0	0	0	3,000
Total Travel & Meeting Expenses	57	50	7	3,800
Total General and Administrative	21,519	20,133	1,361	103,909
Board Expense				
Postage	48	0	48	50
Travel	0	500	(500)	2,500
Food	45	115	(70)	700
Total Board Expense	93	615	(522)	3,250
Total Expense	146,548	144,094	2,429	873,638
Net Ordinary Income	(73,318)	(82,984)	9,691	(77,863)
Total Increase (Decrease) in Net Assets	(73,318)	(82,984)	9,691	(77,863)

April 2012 Grant Decisions

Multi-Year Grants

Renewal

1. 3rd Eye Youth Empowerment

\$4,000

28 Union Street, New Bedford, MA 02740 Jenifer Debarrios 508/910-2260 www.3rdeyeunlimited.com
year three of multi-year funding to develop youth leadership through mentoring, skill building, and social justice organizing campaigns.

Decision: Full

New

2. Fort Hood Support Network

\$4,000

P.O. Box 16174, Austin, TX 78761-6174 Alice Embree 512/459-4819 www.underthehoodcafe.org
to create a safe space for service-members, military families and veterans to discuss the hardships of military life, including command abuse, PTSD, sexual trauma, deployment, and GI rights.

Decision: Full/MY

Comments:

Application is much stronger now than in the past. Questions raised by Board from missing information in the application were answered by references. Work with Operation Recovery- which addresses a number of women's issues in regard to the military (slide over gender issues in Question #11). Make a lot of connections across issues.

3. NARAL Pro-Choice Texas

\$4,000

P.O. Box 684602, Austin, TX 78768 Sara Cleveland 512/462-1661 www.prochoicetexas.org
to ensure that women have the right to a full range of reproductive choices, including preventing unintended pregnancy, bearing healthy children and choosing legal abortion.

Decision: Full/MY

General Support

Community Organizing/ Anti-Racism

4. Coalition for Educational Justice

5905 Tipton Way, Los Angeles, CA 90042 Ronni Solman 323/246-5653 <https://sites.google.com/site/cejnla>
to struggle against institutional racism and the inequities based on class and race that exist within the Los Angeles Unified School District

Decision: No

Comments:

No references – again. Repeated calls to Californians for Justice not returned.

5. Countywide Family Development Center**Defer**

PO Box 6486, Laurel, MS 39441 Barbara Deyamport 601/342-2052 bdeyamportsalvation@yahoo.com
to address zero tolerance and similar policies in the local schools that push children out and into the juvenile justice system.

Decision: Defer/References and Clarity

Comments:

Not enough references from people who know their work. Since application is not extensive, need more information about their organizing model and how they address issues of teen pregnancy. Also need fuller answers to #11 and 12; additional information on what is now going on with black/brown dialogue.

6. Pikes Peak Justice and Peace Commission**\$2,000**

332 West Bijou Street, #106, Colorado Springs, CO 80905-1347 Steve Saint 719/632-6189 www.ppjpc.org
to educate and raise awareness around issues of environmental, social and economic justice.

Decision: Partial

Comments:

Language seems a bit pedantic. Facebook page has nothing on it. Were facing closure but now coming out of it and trying to re-energize. Green Cities work they are doing is more than service. Working on Palestinian rights issues.

7. Public Higher Education Network of Massachusetts (PHENOM)**\$3,000**

P.O. Box 2281, Amherst, MA 01004-2281 Ferd Wulkan 413/577-4121 www.phenomonline.org
to unite students, staff, faculty, alumni, and parents to advocate for an accessible, affordable and well funded public higher education system that benefits all residents of Massachusetts.

Decision: Partial

Comments:

Overlap with Occupy around student debt. Diversity chart does not reflect the constituency they seek to serve. Need to fill out all information in chart regarding staff. People self-nominate to leadership positions at meetings – so ends up being more heavily white and male. Doing work with Student Immigrant Movement- so possible to recruit from their contacts. Do put their work into a larger context.

8. Tennessee Alliance for Progress (TAP)**\$0**

P.O. Box 60338, Nashville, TN 37206 Nell Levin 888/903-9576 www.taptn.org
for a network of social justice, environmental and labor organizations working to build a common progressive agenda that fosters healthy families and communities in Tennessee.

Decision: No

Comments:

References focus on the director, rather than the organization. Vision list is good, but really just doing green jobs work. Most of focus is on weatherization. In answer to #11 talk about focus being on economic issues rather than on wedge issues. No 2012 budget. Ask them to come back with a better proposal that details their work.

Economic Justice

9. Massachusetts Alliance Against Predatory Lending

\$0

10 Oxford Street, #2R, Worcester, MA 01609 Grace Ross 508/630-1686 www.maapl.info
to address the sub-prime foreclosure crisis affecting homeowners and tenants in Massachusetts through legislation, organizing, and education.

Decision: No

Comments:

References are mostly about Grace Ross and not the work of the organization. She spends most of her time at the statehouse doing legislative work – not organizing. Member groups of MAAPL are all doing the grassroots work. Not clear that the coalition is accomplishing more than the work of the individual member groups. They have not been responsive to requests for more information.

Labor and Employment Rights

10. Jobs with Justice - Atlanta

\$4,000

2540 Lakewood Avenue SW, Atlanta, GA 30315 Roger Sikes 404/782-0737 www.atlantajwj.org
to lead and support strategic labor and community campaigns throughout the city of Atlanta.

Decision: Full/"Yes and ..." Letter

Comments:

Good application and references say they work well with others. Are organizing in immigrant communities. Carrying over all previous year income to current year. Most income expected from foundations – not a diverse income base. Doing work with Emory around Sodexo/Marriott and ATT around layoffs. Diverse board but white male staff. Have managed to make sure community has a real voice at the table alongside labor.

Media Justice

11. The People's Press Project

\$2,000

1517 4th Avenue, S. Moorhead, MN 56560 Duke Gomez-Schempp 218/879-0602 www.thepeoplespressproject.org
to address media justice issues of access and equity in rural North Dakota and Minnesota.

Decision: Partial

Comments:

Reference speaks to why their work is necessary in a rural area. Media and the mechanisms of media are the organizing tools. Are the non-profit arm of High Plains Reader. HPR has a range of political commentary and information. Some information on PPP Facebook page is more liberal than radical. Duke writes everything on their web site. There is not a lot of progressive organizing in the area. Worth it to take another chance this year and see what happens.

Peace/Anti-Militarism

12. Los Alamos Study Group

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

Decision: No

Comments:

Collaborative efforts are difficult given their absolute stand on disarmament issues and the complicated local politics. Are not very diverse or grassroots based. The work they do to get the science out to organizers and the public is important. However, #11 remains problematic. Unclear if are able to get younger people involved.

13. Project on Youth and Non-Military Opportunities (Project YANO)**\$4,000**

P.O. Box 230157, Encinitas, CA 92023 Rick Jahnkow 760/634-3604 www.projectyano.org
to engage in counter-recruitment campaigns highlighting non-military alternatives for job training, education and community service.

Decision: Full

Comments:

Still doing great work.

14. Veterans for Peace - Madison**\$1,000**

P.O. Box 1811, Madison, WI 53701-1811 Paul McMahion 608/233-1997 www.madisonvfp.org
to eliminate war as an acceptable component of foreign policy, resist military recruitment at the high school level and actively oppose the US war in Iraq and potential for conflict in Iran.

Decision: Full

Comments:

Only asked for \$1,000. Do not address issue of drone attacks in proposal. Most of the Board is over 60. Not clear if they are connecting with younger vets. Do get into the schools.

15. Voices for Creative Nonviolence**\$1,500**

1249 W Argyle Street, #2, Chicago, IL 60640 Kathy Kelly 773/878-3815 www.vcnv.org
to help U.S. people hear the voices of the people who bear the brunt of U.S. warfare.

Decision: Partial

Comments:

Still no Board. Decision-making structure not really clear. References are strong for their work outside of the US. Domestic work is primarily a walk, speaking tours and participation in Chicago summit. Answers to #11 are not great. Do have connections to people in the areas most affected. Intentional "live-in" community. Have \$90,000 of "other" money that is not defined. Draw people in ways that are different.

Prisoner's Rights/Criminal Justice**16. Coalition for Parole Restoration**

P.O. Box 1379, New York, NY 10013-0877 Mark McPhee 877/778-8047 www.parolecpr.org
to help prisoners and their families educate themselves on how to obtain parole or appeal an unlawful parole denial.

Decision: No

Comments:

Mostly service work. Question #11 is problematic. Treasure is also the paid administrator. Two Board members are married. 501(c)3 has been revoked. Ask to re-apply with more details.

17. CURE - Nevada**\$1,200**

540 E. St. Louis Avenue, Las Vegas, NV 89104 Natalie Smith 702/347-1731 www.nevagacure.org
to advocate for reformation of the criminal justice system.

Decision: Full

Comments:

Only asked for \$1,200. Are in a rebuilding phase. Positive references.

18. San Quentin News

\$2,000

San Quentin State Prison, San Quentin, CA 94964 Lizzie Buchen 415/496-6457 www.sanquentinnews.org
for an inmate-produced monthly newspaper that provides original, in-depth reporting on the criminal justice system for prisoners and the general public.

Decision: Partial

Comments:

Strong references. Acknowledge they have to make some compromises to get the paper out at times. Hold themselves to high standards and are part of the Journalism Guild.

Women's Rights

19. 9 to 5 Bay Area

\$2,000

2302 Zanker Road, San Jose, CA 95131 Cathy Deppe 408/432-6044 www.9to5california.org
to organize and engage the women most affected by workplace inequality and injustice in the struggle to win economic justice and eliminate workplace discrimination.

Decision: Partial

Comments:

Strong references. Are in San Jose but do not have a significant number of Latinas involved.

20. The Prison Birth Project

\$4,000

P.O. Box 1253, Northampton, MA 01061 Anna Hendricks 413/559-7296 www.theprisonbirthproject.org
for a reproductive justice organization providing support, education, advocacy, and activism to women affected by the criminal justice system.

Decision: Full

Comments:

Are able to speak in two directions. To the prison justice movement about how reproductive rights and reproductive justice are criminal justice issues. To the reproductive justice movement about issues in prisons. Service pushes policy changes which connects to organizing. Challenge- transitory constituency. Analysis is great. Under programs talk about future plans – need to check in progress report. Talk about having an inside/outside model. Went to the US Social Forum.

Youth Organizing

21. Hope United

\$3,000

324 Hope St., Providence, RI 02906 Aaron Regunberg 847/809-6039 facebook.com/HopeUnitedPVD
to expand the student organizing model started at the Hope High School to other schools citywide.

Decision: Partial

Comments:

One school just now. Greg had experience with them in the past. Started with mostly white Brown University doing a project in the school. The students met with Fuerza Unida and DARE to get a handle on organizing. Students led a recent walkout. Are organizing in opposition to charter management operation.

Emergency Grants

22. Beyond Toxics

\$500

1192 Lawrence Street, Eugene, OR 97401 Lisa Arkin 541/465-8860 www.oregontoxics.org
for emergency funding to stop plans to transport coal by open rail car from Montana and Wyoming through Oregon communities for sale in overseas markets.

Decision: Full

Technical Assistance Grants

23. Manhattan Alliance for Peace and Justice

\$400

P.O. Box 1561, Manhattan, KS 66505 Anne Cowan 785/537-2025 www.mapj.org
technical assistance funding to send counselors from the Flint Hills GI Rights Hotline to attend the annual GI Rights Network conference.

Decision: Full

Total Number of Grants:	18 general support grants; 3 multi-year grants; 1 TA grant; 1 emergency grant; 10 not on agenda
Total Amount Requested:	\$79,100
Total Allocation for Cycle:	\$49,300
Total Grants:	\$29,700 general support grants; \$12,000 multi-year grants; \$400 TA grants; \$500 emergency grants
Total Allocated:	\$42,600
Total # of Grants Allocated:	12 general support grants; 3 multi-year grants; 1 TA grants 1 emergency grant
Total # of Grants:	17

Deferred: Countywide Family Development Center

Hell Yes! Grants:

Not on the Agenda

April 2012

1. Allyship

130 NE 95th Street, A-103, Seattle, WA 98115 Debbie Carlsen 206/324-5850 www.lgbtqAllyship.org
to work as out-LGBTQ allies with other organizations to further economic justice, health care and homeless youth advocacy.

Reasons: Advocacy for homeless and marginalized LGBTQ youth seems to be the main part of their work. Organized multiple forums. Many goals- a bit scattered. Most in infancy. Diversity grid has NA as answer for most information on active volunteers and members. 17 out of 20 active volunteers are white. Say that no other LGBTQ organization in Seattle works the way they do. FY2011 ~\$12,000 in income and ~\$7,300 in expenses. FY12 budget: \$69,600 in income and expenses - \$49,500 in foundation grants.

2. Bay Area Community Land Trust

P.O. Box 1004, Berkeley, CA 94701 Rick Lewis 510/545-3258 info@bayareactl.org www.bayareactl.org
to create low-income affordable homeownership through resident-controlled housing cooperatives.

Reasons: Formed out of interest in looking at housing options for aging baby boomers. Board, staff and membership are overwhelmingly white. State they are "... committed to serving lower income communities of color." Provide training and consulting to coops. No organizing. Do not directly address organizational positions in #11 - talk about housing inequality and its affect on people. Looking to double budget in 2012 with 7 times the grant funding.

3. Fannie Lou Hamer Center for Change

2981 Lollards Grove Road, Eupora, MS 39744 Cherraye Oats 662/258-4855 cherrayeo_2006@yahoo.com
to train low-income African Americans and Latinos to be social change agents in their communities.

Reasons: Application is again very sparse. Would need to check out references. Not convinced they have the capacity to carry out work. Numbers for last year as exactly the same for this year-a bit suspect!

4. Global Advocates for Justice

607 SE Brentwood Drive, Lee's Summit, MO 64063 Maria Whittaker 913/945-1333 fssg.blogspot.com
to enable all people of African descent to have meaningful participation in the food and agriculture, environmental and social justice movements.

Reasons: Goals are very broad. Unclear how they will accomplish their goals. Anticipate it will take five to ten years to explore interest in developing and then creating this alliance. "we would seek to act as spokespeople for the varied concerns and positions of ... the poorest Afro-descendants, on all levels from the local to the global, on all issues of relevance to Afro-descendants today ..."

5. Madison Area Grassroots Leadership College

1321 E. Mifflin Street, #201, Madison, WI 53703 Amy Mondloch 608/441-0085 www.grassrootsleadershipcollege.org
to develop grassroots leadership skills and bridge differences between people.

Reasons: Still get government and corporate funding. Not radical. Talk about collaborations, but never name them.

6. Owe Aku / Bring Back the Way

(no address) Debra White Plume 605/455-2155 lakotaone@gmail.com www.bringbacktheway.com
for an environmental justice organization dedicated to preserving and revitalizing the Lakota Way of Life.

Reasons: Seems to be mostly family members. While work sounds really great, there is no information on actual program work or anything that indicates organizational capacity.

7. Peace and Justice Action League of Spokane

35 West Main Avenue, #120M, Spokane, WA 99201 Liz Moore 509/838-7870 www.pjals.org
technical assistance funding to support PJALS annual conference and pay the registration fees for their interns and volunteers.

Reasons: This seems to be a request to fund PJALS own conference. Not as request to access other training. Should be able to comp their own staff and volunteers to their own conference.

8. Promoting Awareness, Victim Empowerment (PAVE)

P.O. Box 26354, Alexandria, VA 22313 Amanda A. Green 877/399-1346 www.ShatteringTheSilence.org
to break the silence of sexual violence through social awareness, educational outreach, and legislative efforts.

Reasons: Mainstream, can get other funding sources!

9. Theater Three Collaborative

289 Washington Avenue, Brooklyn, NY 11205 Gorge Bartenieff 718/789-5404 www.theaterthreecollaborative.org
for a theater production company that develops plays that address certain abuses of U.S. national and foreign policies.

Reasons: Really interesting plays, but not engaged in organizing. Seems to be a side project for two theater directors.

10. Workers Center for Racial Justice

728 West Jackson, #105, Chicago, IL 60605 DeAngelo Bestor 312/307-2835 www.center4racialjustice.org
to remove structural barriers to sustainable and living wage employment for unemployed and low wage Black workers.

Reasons: Will not launch until Spring 2012. Talk about coalition partners, but do not name them. Application states: "Because of our newness and little capacity, we are not able to participate in most coalitions and alliances." Say organization has leadership that are all unemployed or low wage Black workers. Will pay a stipend to an ED and a team of canvassers who will be responsible for recruiting majority of members and volunteers. However, do not appear to have any funding or income currently. Unclear how they will accomplish this goal. References do not have significant contact information and only acronyms for reference. No links to other Chicago-area workers centers listed. Only 7 people at this time. Start up budget is \$100,000 - \$95,000 from foundations but have not submitted any other proposals yet.

The Executive Committee met on March 19th to develop the agenda for the April 1st Board Meeting.

RESIST Board Meeting

April 1, 2012

9:30 AM – 2:30 PM

For this meeting, we have 21 requests to consider and we have approximately \$49,300 set aside for grants. There is one multi-year grant renewal this cycle (\$4,000) which leaves a remainder of \$45,300 for general support grants. There were no emergency grants and no TA grants awarded. The total requested for the cycle is \$78,000.

Reading Assignments:

Applications	1 - 7	everyone (1 multi-year cover sheets, 2 new multi-year grants)
Applications	Even	Camilo, Cynthia, Jen B., Kay, Miabi, Ragini, Linda, Ravi, Robin, Saif, Yafreisy
Applications	Odd	Becca, Carol, Greg, Jim, Marc, Nelson, Ravi, Robin, Saif, Yafreisy
Applications	TA/EG	No Emergency or TA grant cover sheets to read

Board Meeting Assignments:

Facilitators:	Carol (Business)	Ragini (Grants)	Saif (Retreat Discussion)
Minutes:	Jim (Business)	Robin (Grants)	
Lunch:	Yafreisy and Camilo		

DRAFT AGENDA

- | | | |
|-------|--|-------------------------|
| I. | Meet, eat, and greet | 9:30 – 9:50 AM |
| II. | Agenda Review, Introductions, and Voting on 2 people | 9:50 – 10:00 AM |
| III. | Approve (or not) minutes February 2012 Board meeting | 10:00 – 10:05 AM |
| IV. | Grantmaking Allocations | 10:05 – 12:10 AM |
| V. | Review/reflect/evaluate grantmaking | 12:10 - 12:15 AM |
| | Lunch | 12:15 – 12:45 PM |
| VI. | Board Meeting Retreat Planning | 12:45 – 1:15 PM |
| VII. | <u>Committee Business</u> | |
| | Finance Committee | 1:15 – 1:45 PM |
| | R&R Committee | 5 mins |
| | Personnel Committee | 5 mins |
| | Executive Committee | 5 mins |
| | Grant Committee | 5 mins |
| | Fundraising Committee/Event | 5 mins |
| | Communications Committee | 5 mins |
| VIII. | Review/reflect/evaluate | 2:15 – 2:20 PM |
| IX. | Clean-up/Adjourn | 2:20 – 2:30 PM |

Finance Committee
March 15, 2012
Minutes

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

1, FY2011 Audit Review

- Financial Statements
- IRS 990
- MA Form PC

Robin went over the issues found in the Financial Statements and Form PC after review. Meredith noted just a few issues with the numbers in the Financial Statements. Staff checked references to the Notes and the text of the Notes. (*See Comments on Financial Statements attached*). Linda is addressing these issues and Robin will check to make sure corrections are made in the final copies.

The Committee will present these documents to the Board for acceptance at the April meeting. Since Miabi and Jim will be there- both will sign off on the statements and they can be filed electronically.

2. Review of Un-Reconciled February 2012 Financial Statements

See Financial Statements and Narrative

Jim pointed out a mistake in the Revenue section (Gifts and Pledges reads \$105,479 and should be \$988 higher) and Becca raised concerns about the line item for health insurance. Robin will correct the Revenue numbers. She will also check on the health insurance costs to see if they are accurate. [The health insurance number is low because the budget shows two months of health insurance costs- however January was paid in December 2011. When the adjusting entries are made after the financial statements are approved it should recognize this fact.]

Ravi noted that for budget purposes it is important to read the internal mailing and major donor revenue together. Donors who have given over \$500 originally were classified by the mailing they responded to (*Newsletter*, pledge or renewal). Now, \$500 donors will be shifted to the major donor category for re-solicitation. They will no longer receive a general renewal letter, but will get a specific letter for major donors. This may change the revenue line items. However, if both categories are read together- the total amount should approximate the budget total. Pledge donors will remain in their category no matter the size of donation since they have a different relationship with RESIST.

Ravi also noted that income is on target at this time. The prospect and renewal mailings will drop by next week. Given the ambitious nature of income projections for this year- the staff will be reviewing the results of the two drops in May with a presentation to follow to the Finance Committee. This will determine if any immediate course corrections will be needed.

Robin noted that RESIST no longer holds any of the California bonds that were received as part of the Phil Schleimer Bequest. Most assets are held in either the Neuberger Berman Socially Responsible Investment Fund, staggered CDs, or the Money Market fund at Morgan Stanley. \$60,000 is held in cash in the Operating Fund to cover cash flow and fundraising needs. This money is returned as new income arrives.

3. Charitable Registration

It's ba-a-a-ck! We have already received about 10 reminders to file. The process will begin in earnest once the financial statements are finalized and the 990 is filed.

4, 2012 Work Plan Review

1. Bi-monthly review of reconciled financial statements and narrative
2. Quarterly review of reconciled financial statements and narrative
3. Mid-Year analysis for course corrections as needed
4. Continue developing three year income and expense projections in collaboration with Committees.

5, Next Meeting

May 8th at 9 a.m. Becca has agreed to stay on the Committee until August. Hopefully either Linda Thurston or Judy Hatcher will join this Committee.

Comments on Financial Statements

STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR

ENDED DECEMBER 31, 2011 (page 4)

Salaries and Wages (*Note 12*)

Question: **Why does this refer to Note 12 which is related party transactions?**

Answer: Staff are members of the Board, however salaries do not include separate payment for Board work. All Board members are unpaid for their service.

NOTES TO FINANCIAL STATEMENTS: (page 11)

Fund Raising - includes all activities related to maintaining contributor information, direct and indirect costs of special fund raising events, distribution of materials and other similar projects related to the procurement of funds and volunteer services for the Organization's programs. For the years ended December 31, 2011 and 2010, total fund raising expenses amounted to **\$182,864** and **\$171,747**, respectively.

Corrected:

For the years ended December 31, 2011 and 2010, total fund raising expenses amounted to \$221,035 and \$182,864 respectively.

NOTE 4 INVENTORY AND T-SHIRT SALES

T-shirts and tote bags illustrating RESIST's purpose are sold on a small scale. Inventories of unsold items are stated at cost.

This will be tote bags and hats in 2012. The title will be INVENTORY AND MERCHANDISE SALES.

NOTES TO FINANCIAL STATEMENTS: (page 13)

NOTE 7 DESIGNATIONS OF NET ASSETS

Memorial Funds

For the year ended December 31, 2011, the Ed Baker Memorial Fund generated net investment income of \$190 compared to \$141 for the **years** year ended December 31, **2011 and** 2010, and grants of \$500 were awarded each year.

NOTES TO FINANCIAL STATEMENTS: (page 14)

Philip Schleimer Bequest Fund

In 2006, RESIST received unrestricted gifts in the form of a bequest from the Estate of Philip Schleimer. The total amount received from the Estate during 2006 was \$370,059, of which amount, \$30,000 was appropriated for operating activities in 2006, and the balance of \$340,059 was used to establish the Philip Schleimer Bequest Fund. From 2007 to 2009, additional contributions totaling \$46,759 were received from **the** Estate. As of December 31, 2011, cumulative contributions to the Fund totaled \$386,818. The Board of RESIST has determined that income generated from the investment of the principal of the Philip Schleimer Bequest Fund may be used for general operating expenses, while the principal of the Fund may only be used for the specific purpose of developing long-term and sustainable programs, such as a major donor program. However, the Board has stipulated that the principal balance of the Fund must be restored within a reasonable period of time and may not be used for general operating expenses.

NOTE 10 OPERATING LEASE COMMITMENTS

RESIST occupies approximately 1,500 square feet of office space pursuant to a 5-year lease that commenced March 15, 2008 which established the base annual rent at \$33,750 plus \$5,400 for storage rental. The lease is subject to annual increases as scheduled below. A subtenant rents approximately 40% of the space, for a prorated portion of the cost, under identical terms. Occupancy costs are stated net of subtenant payments. As of December 31, 2011, the future minimum lease obligation arising from this commitment is scheduled below:

<u>Year Ending</u>	<u>Gross Rent</u>	<u>Sublease</u>	<u>Net Cost</u>
December 31, 2012	\$48,030	\$19,212	\$28,818
December 31, 2013	<u>12,225</u>	<u>4,890</u>	<u>7,335</u>
Total	<u>\$60,255</u>	<u>\$24,102</u>	<u>\$36,153</u>

A deposit of \$2,000 was paid to secure the lease; and a utility deposit of \$230 was also paid. The sublessor has in turn paid deposits of \$1,750 to RESIST.

RESIST, Inc. routinely rents office equipment such as postage meters which are properly classified as operating leases and, therefore, are charged to expense as the costs are incurred. In July 2008, a 60-month lease was executed whereby RESIST rents copier equipment at a monthly cost of \$222.

The aggregate future minimum lease obligation arising from the above commitments is scheduled

below:

<u>Year Ending</u>	<u>Net Facility Rent</u>	<u>Copier Equipment</u>	<u>Total Lease Obligation</u>
December 31, 2012	\$30,159	\$3,058	\$33,217
December 31, 2013	<u>7,623</u>	<u>1,529</u>	<u>9,152</u>
Total	<u>\$37,782</u>	<u>\$4,587</u>	<u>\$42,369</u>

Question: The two schedules do not tie out. See sheet attached.

Answer: Meredith's analysis is correct. Linda will change the numbers.

RESIST Finance Narrative

January 1, 2012, to February 29, 2012

Accompanies Statement of Net Assets and Statement of Activities

BIG PICTURE

Our *net income* (income less expenses) for January 1, 2012, through February 29, 2012, was a *loss* of about **\$80,711**. In our annual budget for this time period, we expected to have a net loss of **\$82,984** - which means that we are **\$2,273** ahead of where we expected to be at this time.

Income is lower than expected by **\$1,180**. *Expenses* are approximately **\$3,453** less than anticipated. This means we have a difference of approximately **\$2,273** between where we expected to be at this time and where we actually are.

In our 2012 annual budget, RESIST plans to utilize \$40,000 from three bequests to cover the anticipated shortfall. \$30,000 will be from the Ed Baker Bequest to pay for additional grant spending. \$10,000 will be a loan from the Phillip Schleimer Bequest for new fundraising initiatives and to cover increased fundraising personnel costs.

STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately \$800,160. This is about **\$106,165** less than we had at this time in 2010. The decrease in assets is primarily due to: 1) the Board authorization of approximately \$30,000 in additional grant spending, 2) \$16,846 in additional personnel costs, and 3) an unrealized loss of \$17,565 in investments.

STATEMENT OF NET ACTIVITIES (ITEM B)

Revenue:

Revenue is about **\$1,180** lower than budgeted: \$59,930 actual vs. \$61,110 in the budget.

Gifts and Pledges: **\$988** higher than budgeted

- *Internal mailing* contributions are approximately **\$8,834** less than budgeted. Income from the pledge program is **\$3,363** lower than expected. Appeals to current donors are **\$4,767** less than expected. Revenue from the *Newsletter* is **\$704** less than expected.
- *Prospect mailing* contributions are **\$1,938** under budget. The spring mailing will drop slightly later in 2012 which may depress the returns.
- *Special Contributions* are **\$11,760** higher than budgeted.

Board Fundraising is **\$100** more than budgeted.

Unsolicited Gifts (donations under \$500) were **\$480** more than expected.

Major Donor gifts exceeded budget expectations by **\$10,830**. Just a reminder that there has been a change in classification of donations over \$500. A significant number of current Major Donor donations were previously categorized as Internal Mailing or Unsolicited gifts.

No *Foundation Gifts* have been received yet. One gift from the Bardon-Cole Foundation is anticipated at some point this year.

No *Bequests* have been received yet, however RESIST received notice of a \$1,000 bequest from the Trust of Carol K. Capizzi. The trust is currently tied up in legal proceedings and it is unclear when the bequest will be received.

Bottom Line: Gifts and Pledges are performing quite well. Discrepancies from the 2012 budget for current donors is not a concern given several changes in the classification of major donors. This would result in an increase in major donor revenue and a decrease in *Newsletter* and renewal income.

Investment Income: \$2,276 lower than budgeted

- *Interest and dividends* are \$558 lower than budgeted.
- *Realized gains or losses* on the sale of investments are a gain of \$3,038 under budget.
- *Unrealized gains or losses* on investments are a gain of \$1,320 over budget.

Bottom Line: February investment income has not yet been reconciled. These numbers reflect market conditions as of January 31, 2012.

Expenses:

Expenses are about \$3,453 less than budgeted: \$140,641 actual vs. \$144,094 in the budget.

Fundraising expenses: \$3,528 less than budgeted

- *Internal mailing* costs are about \$351 under the budgeted amount (pledge: \$149, ABC: \$500). This reflects minor discrepancies in the timing of receipt and payment for new 2012 bills.
- *Prospect mailing* costs are about \$849 under the budgeted amount. This also reflects discrepancies in the timing of receipt and payment for new 2012 bills.
- *Misc, fundraising costs* are approximately \$2,329 under budget. This reflects upcoming payments for the Sage Technical Assistance subscription and allocation of postage.

Program expenses: \$9,699 more than budgeted

- *Grants Program* expenses are \$9,766 over budget. General support grants are \$6,000 over budget and multi-year grants are \$4,000 over budget – both are increases approved by the Board.
- *Newsletter* costs are \$93 less than budgeted.
- *Web site* expenses are \$4 under budget.

Administrative Expenses: \$9,594 less than budgeted

- *General and Administrative* expenses are \$547 more than budgeted.
- *Personnel* expenses are \$9,620 less than budgeted.

Personnel costs (excluding health insurance) are \$2,895 under budget.

Health insurance costs are \$6,726 under budget. This number is low because the budget shows two months of health insurance costs- however one month was paid in December 2011. When the adjusting entries are made after the financial statements are approved it should recognize this fact.

Unreconciled

RESIST
Statement of Financial Position
As of February 29, 2012

		2012	2011
ASSETS			
CURRENT ASSETS:			
Cash		50	50
Investments		348,001	434,593
Grants Receivable, Current		0	3,000
Prepaid Expenses, Inventory and Other Current Assets		6,355	4,070
Total Current Assets		354,406	441,713
OTHER ASSETS			
Grants Receivable, Long-Term		0	0
Deposits		2,230	2,230
Total Other Assets		2,230	2,230
Total Assets		344,209	432,169
LIABILITIES AND NET ASSETS			
LIABILITIES			
Grants Payable		84,300	92,000
Accounts Payable and Accrued Expenses		7,024	(716)
Accrued Payroll and Related Costs		12,108	9,220
Total Liabilities		103,432	100,504
NET ASSETS			
Net Assets, Beginning of Year		777,440	841,947
Change in Net Assets		(80,712)	(36,126)
Net Assets, End of Period		696,728	805,821
TOTAL LIABILITIES AND NET ASSETS		800,160	906,325

RESIST
Statement of Activities - Board Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
SUPPORT AND REVENUES				
Internal Mailings	30,666	39,500	(8,834)	376,000
Prospecting	2,062	4,000	(1,938)	68,000
Special Contributions	17,760	6,000	11,760	308,075
Special Event Income	0	0	0	5,000
Misc. Revenue	288	180	108	2,200
Investment Income	172	730	(558)	5,500
Realized Gain (Loss)	(1,838)	1,200	(3,038)	1,000
Unrealized Gain (Loss)	10,820	9,500	1,320	30,000
	59,930	61,110	(1,180)	795,775
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	974	1,325	(351)	43,600
Prospect Mailing Costs	1	850	(849)	60,850
Major Donor Costs	0	0	0	150
Special Event Costs	0	0	0	700
Misc. Fundraising Costs	413	2,741	(2,328)	5,950
Total Fundraising Costs	1,388	4,916	(3,528)	111,250
<i>Program</i>				
Grants Program	63,471	53,705	9,766	309,200
Communications Program	6,453	6,550	(97)	44,400
Total Program Costs	69,924	60,255	9,669	353,600
<i>Other</i>				
Personnel	48,555	58,175	(9,620)	301,629
General and Administrative	20,680	20,133	547	103,909
Board Expenses	94	615	(521)	3,250
Total Other Costs	69,329	78,923	(9,594)	408,788
Total Expense	140,641	144,094	(3,453)	873,638
CHANGE IN NET ASSETS	(80,711)	(82,984)	2,273	(77,863)
NET ASSETS, BEGINNING OF YEAR	777,440			777,440
NET ASSETS, END OF YEAR	696,729			699,577

RESIST
Statement of Activities - Long Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
SUPPORT AND REVENUES				
Internal Mailings				
Pledges	14,637	18,000	(3,363)	150,000
Newsletter	2,796	3,500	(704)	43,000
ABC/House mailings	13,233	18,000	(4,767)	183,000
Total Internal Mailings	30,666	39,500	(8,834)	376,000
Prospecting	2,062	4,000	(1,938)	68,000
Special Contributions				
Bequests	0	0	0	35,000
Board Fundraising	100	0	100	600
E-Fundraising	0	0	0	600
Employer Matching Grants	150	0	150	300
Foundations	0	0	0	5,000
Major Donors	16,830	6,000	10,830	250,000
Unsolicited	480	0	480	15,000
Baker Memorial Fund	0	0	0	1,000
Holmes Memorial Fund	0	0	0	75
Kurtz Memorial Fund	200	0	200	500
Total Special Contributions	17,760	6,000	11,760	308,075
Special Event Income				
House Parties	0	0	0	5,000
Total Special Event Income	0	0	0	5,000
Misc. Revenue				
Fiscal Sponsorship Fees	0	0	0	100
NWTRCC	210	100	110	1,500
Royalties	0	0	0	100
Merchandise Sales	90	80	10	1,000
Merchandise Expenses	(12)	0	(12)	(500)
Total Other Revenue	288	180	108	2,200
Investment Income				
Dividends and Interest	172	730	(558)	5,500
Realized Gain (Loss)	(1,838)	1,200	(3,038)	1,000
Unrealized Gain (Loss)	10,820	9,500	1,320	30,000
Total Investment Income	9,154	11,430	(2,276)	36,500
Total Income	59,930	61,110	(1,180)	795,775

RESIST
Statement of Activities - Long Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
Expense				
Fundraising Costs				
Internal Mailing Costs				
Pledge Program				
Printing	270	150	120	2,300
Postage	464	250	214	2,500
Mailhouse	240	425	(185)	2,700
Consultant	0	0	0	0
Total Pledge Program	974	825	149	7,500
ABC/House Mailings				
Printing	0	500	(500)	10,000
Postage	0	0	0	6,600
Mailhouse	0	0	0	7,000
Consultant	0	0	0	12,500
Total ABC/House Mailings	0	500	(500)	36,100
Total Internal Mailing Costs	974	1,325	(351)	43,600
Prospect Mailing Costs				
Printing	0	0	0	18,500
Postage	1	0	1	18,500
Mailhouse	0	0	0	10,000
Consultants	0	0	0	8,250
Photos and Graphics	0	0	0	1,100
List Rentals	0	850	(850)	4,500
Total Prospect Mailing Costs	1	850	(849)	60,850
Major Donor Costs				
Printing	0	0	0	75
Postage	0	0	0	75
Total Major Donor Costs	0	0	0	150
Special Events				
House Parties	0	0	0	500
Printing	0	0	0	100
Postage	0	0	0	100
Total Special Events	0	0	0	700
Misc. Fundraising Costs				
Administrative Fees	60	35	25	200
Books and Subscriptions	0	1,820	(1,820)	2,000
Equipment Rental and Maintenance	20	24	(4)	150
Printing	0	2	(2)	750
Postage	332	860	(528)	1,750
Promo Merchandise	0	0	0	500
Supplies	0	0	0	100
Travel and Meetings	0	0	0	500
Total Misc. Fundraising Costs	412	2,741	(2,329)	5,950
Total Fundraising Costs	1,387	4,916	(3,529)	111,250

Unreconciled

RESIST
Statement of Activities - Long Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
Program Costs				
Communications Program				
Newsletter Costs				
Printing	3,650	3,250	400	18,500
Postage	1,834	1,700	134	11,500
Mailhouse	0	1,280	(1,280)	8,500
Consultants	713	0	713	3,000
Photos and Graphics	0	60	(60)	400
Total Newsletter Costs	6,197	6,290	(93)	41,900
Website & Internet	256	260	(4)	2,500
Total Communications Program	6,453	6,550	(97)	44,400
Grants Program				
Grant Allocations				
General Support Grants	47,000	41,000	6,000	221,000
Multi-Year Grants	16,000	12,000	4,000	60,000
Accessibility Grants	0	0	0	5,000
Emergency Grants	0	0	0	4,000
Technical Assistance Grants	0	0	0	6,500
NWTRCC Grants	0	0	0	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	63,000	53,000	10,000	303,000
Equipment Rental	428	480	(52)	2,700
Library	0	0	0	30
Printing	0	100	(100)	850
Postage	43	125	(82)	1,500
Travel and Meetings	0	0	0	1,120
Supplies	0	0	0	0
Total Grants Program	63,471	53,705	9,766	309,200
Total Program Costs	69,924	60,255	9,669	353,600
Personnel				
Employee Salaries	35,711	38,687	(2,976)	193,448
Payroll Taxes	3,452	3,480	(28)	19,296
Pension Plan Match	1,428	1,546	(118)	7,610
Health Insurance	7,736	14,462	(6,726)	80,000
Workers Compensation	227	0	227	775
Staff Development	0	0	0	500
Total Personnel	48,554	58,175	(9,621)	301,629

Unreconciled

RESIST
Statement of Activities - Long Form
As of February 29, 2012

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	February 29	February 29	BUDGET	BUDGET
General and Administrative				
Advertising and Outreach	0	200	(200)	2,500
Books & Subscriptions	0	0	0	250
Depreciation and Amortization	0	0	0	2,000
Dues, Fees and Fines				
Bank & Credit Card Fees	1,604	650	954	5,500
Dues	0	0	0	200
Finance Charges	0	0	0	250
Late Fees	25	0	25	250
Total Dues, Fees and Fines	1,629	650	954	6,200
Equipment Rental & Maintenance	240	330	(90)	2,200
Filing Fees - State	150	0	150	3,800
Insurance				
Director and Officers	0	0	0	2,400
Liability	697	750	(53)	750
Property	1,058	1,250	(192)	1,000
Total Insurance	1,755	2,000	(245)	4,150
Minor Office Equipment	40	0	40	2,000
Occupancy expenses				
Rent	7,570	8,005	(435)	44,865
Repairs and Maintenance	0	0	0	250
Utilities	335	360	(25)	3,800
Sub Lease (rent)	(3,350)	(3,350)	0	(18,486)
Sub Lease (utilities)	(125)	(250)	125	(1,520)
Total Occupancy expenses	4,430	4,765	(335)	28,909
Printing & Copying	0	20	(20)	400
Postage, Shipping, Delivery				
US Post Office	26	210	(184)	900
Postage Due/BRE Costs	1,396	600	796	4,250
Total Postage, Shipping, Delivery	1,422	810	612	5,150
Professional Fees				
Accounting	9,620	10,000	(380)	24,000
Brokerage fees	377	350	27	1,500
Consultant	0	0	0	5,500
Temporary Help	0	0	0	5,000
Total Professional Fees	9,997	10,350	(353)	36,000
Supplies	565	500	65	3,800
Telephone	399	458	(59)	2,750
Travel & Meeting Expenses				
Conference & Meeting Fees	0	0	0	500
Meals & Food	57	50	7	300
Travel	0	0	0	3,000
Total Travel & Meeting Expenses	57	50	7	3,800
Total General and Administrative	20,684	20,133	526	103,909
Board Expense				
Postage	48	0	48	50
Travel	0	500	(500)	2,500
Food	45	115	(70)	700
Total Board Expense	93	615	(522)	3,250
Total Expense	140,642	144,094	(3,477)	873,638
Net Ordinary Income	(80,712)	(82,984)	2,297	(77,863)
Total Increase (Decrease) in Net Assets	(80,712)	(82,984)	2,297	(77,863)

RESIST, INC.

FINANCIAL STATEMENTS

with

INDEPENDENT AUDITORS' REPORT

YEARS ENDED DECEMBER 31, 2011 AND 2010

DRAFT

20.67
+ 1.64

19.03
+ 1.64

17.39
+ 1.64

22.31

RESIST, INC.

REPORT ON FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2011 AND 2010

DRAFT

re • sist v. **1.** To strive or work against; fight off. **2.** To withstand.

RESIST *n.* **1.** An activist foundation that strives for social change and works against injustice.

2. A grantmaker for groups defending the rights of lesbians and gay men, workers, women, the poor, native people, people of color, the disabled, and immigrants. **3.** A different kind of funding organization seeking out groups that withstand reactionary government policies, corporate arrogance, and right-wing fanaticism through organizing, education, and action.

RESIST, INC.
REPORT ON FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 2011 AND 2010

C O N T E N T S

	<i>Pages</i>
Independent Auditors' Report.....	1 ✓
Statements of Financial Position as of December 31, 2011 and 2010.....	2 ✓
Statements of Activities for the Years Ended December 31, 2011 and 2010.....	3 ✓
Statement of Functional Expenses for the Year Ended December 31, 2011..... <i>(With Summarized Comparative Totals for 2010)</i>	4 ✓
Statements of Cash Flows for the Years Ended December 31, 2011 and 2010.....	5 ✓
Notes to Financial Statements.....	6 - 17 ✓
Schedule A - Schedule of Board Designated Net Assets for the Year Ended December 31, 2011.....	18 ✓
Schedule B - Schedule of Board Designated Net Assets for the Year Ended December 31, 2010.....	19 ✓

INDEPENDENT AUDITORS' REPORT

To the Board of Directors
RESIST, Inc.
Somerville, Massachusetts

We have audited the accompanying statements of financial position of RESIST, Inc. (a Massachusetts nonprofit organization) as of December 31, 2011 and the related statements of activities, functional expenses and cash flows for the year then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based upon our audit. The prior year summarized comparative information has been derived from RESIST, Inc.'s 2010 financial statements and, in our report dated May 6, 2011, we expressed an unqualified opinion on those financial statements.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of RESIST, Inc. as of December 31, 2011 and the changes in their net assets and cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The Schedule of Board Designated Net Assets on Pages 18 and 19 are presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the financial statements themselves and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

Westborough, Massachusetts
April 1, 2012

RESIST, INC.

STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2011 AND 2010

ASSETS

	<u>2011</u>	<u>2010</u>
<u>CURRENT ASSETS:</u>		
Cash and Cash Equivalents	\$ 191,133	\$ 260,824
Accounts Receivable	-	4,574
Prepaid Expenses	16,207	12,172
Inventory (Note 4)	3,774	1,147
Total Current Assets	<u>211,114</u>	<u>278,717</u>
<u>PROPERTY AND EQUIPMENT:</u> (Note 5)		
Office Equipment and Furniture	15,546	15,546
Leasehold Improvements	15,065	15,065
Subtotal	30,611	30,611
Less: Accumulated Depreciation	(27,492)	(26,839)
Net Property and Equipment	<u>3,119</u>	<u>3,772</u>
<u>LONG-TERM INVESTMENTS:</u>		
Board Designated Net Assets (Notes 6, 7 and Schedules A and B)	<u>672,218</u>	<u>663,824</u>
<u>OTHER ASSETS:</u>		
Security Deposits (Note 10)	2,230	2,230
Total Other Assets	<u>2,230</u>	<u>2,230</u>
<u>TOTAL ASSETS</u>	<u>\$ 888,681</u>	<u>\$ 948,543</u>
<u>LIABILITIES AND NET ASSETS</u>		
<u>CURRENT LIABILITIES:</u>		
Grants Payable (Note 8)	\$ 60,300	\$ 59,300
Accounts Payable and Accrued Expenses	10,866	1,776
Accrued Payroll and Related Costs	14,323	7,770
Total Current Liabilities	<u>85,489</u>	<u>68,846</u>
<u>NON-CURRENT LIABILITIES:</u>		
Grants Payable (Note 8)	24,000	36,000
Deposits Held (Note 10)	1,750	1,750
Total Non-Current Liabilities	<u>25,750</u>	<u>37,750</u>
<u>TOTAL LIABILITIES</u>	<u>111,239</u>	<u>106,596</u>
<u>NET ASSETS:</u>		
Unrestricted Net Assets:		
Board Designated Net Assets (Notes 6, 7 and Schedules A and B)	672,218	663,824
Unrestricted Net Assets, Operating	105,224	178,123
Total Net Assets	<u>777,442</u>	<u>841,947</u>
<u>TOTAL LIABILITIES AND NET ASSETS</u>	<u>\$ 888,681</u>	<u>\$ 948,543</u>

RESIST, INC.

STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2011 AND 2010

	<u>2011</u>	<u>2010</u>
<u>SUPPORT AND REVENUES:</u>		
Public Support:		
Gifts and Pledges	\$ 804,427	\$ 721,938
Bequests (Note 3)	55,000	373,753
Total Public Support	859,427	1,095,691
Other Revenues (Losses) and Support:		
Net Investment Gains (Losses) (Note 6)	(15,901)	29,084
Interest and Dividend Income (Note 6)	5,288	5,023
Sale of Merchandise, Net of Costs (Note 4)	392	522
Other Revenues	115	399
Total Other Revenues, Losses and Support	(10,106)	35,028
<u>TOTAL SUPPORT AND REVENUES</u>	<u>849,321</u>	<u>1,130,719</u>
<u>FUNCTIONAL EXPENSES:</u>		
Program Services	544,501	531,617
Administrative	148,290	114,764
Fund Raising	221,035	182,864
<u>TOTAL FUNCTIONAL EXPENSES</u>	<u>913,826</u>	<u>829,245</u>
<u>CHANGE IN NET ASSETS</u>	<u>(64,505)</u>	<u>301,474</u>
<u>UNRESTRICTED NET ASSETS - BEGINNING OF YEAR</u>	<u>841,947</u>	<u>540,473</u>
<u>UNRESTRICTED NET ASSETS - END OF YEAR</u>	<u>\$ 777,442</u>	<u>\$ 841,947</u> ✓

RESIST, INC.

STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2011
 (With Summarized Comparative Totals for 2010)

7 why is this here if it should stay

	<u>PROGRAM</u> <u>SERVICES</u>	<u>ADMINI-</u> <u>STRATIVE</u>	<u>FUND</u> <u>RAISING</u>	<u>TOTAL ACTIVITIES</u>	
				<u>2011</u>	<u>2010</u>
Salaries and Wages (Note 12)	\$ 90,973	\$ 53,653	\$ 61,173	\$ 205,799	\$ 157,281
Employee Benefits (Note 11)	45,926	26,904	24,538	97,368	66,212
Payroll Taxes	8,994	5,167	4,975	19,136	13,686
Total Personnel Costs	145,893	85,724	90,686	322,303	237,179
Grants Awarded (Notes 2, 7 and 8)	332,060	-	-	332,060	321,157
Newsletter Expenses (Notes 2 and 9)	37,885	-	1,785	39,670	36,211
Cost of Direct Mail Campaigns	-	-	87,342	87,342	75,276
Advertising and Outreach	832	454	524	1,810	3,100
Occupancy (Note 10)	12,184	6,650	7,682	26,516	26,422
Depreciation Expense (Note 5)	-	653	-	653	1,209
General Insurance	733	399	462	1,594	1,576
Director and Officer Insurance	-	2,225	-	2,225	2,225
Equipment Rental and Maintenance (Note 10)	2,609	1,643	144	4,396	4,548
Telephone, Website and Communications	3,722	187	212	4,121	9,331
Office Expenses and Minor Equipment	2,311	3,825	1,252	7,388	5,327
Postage, Freight and Delivery	513	562	4,442	5,517	7,952
Accounting/Audit Fees	-	24,050	-	24,050	21,144
Consultants/Professional Fees	-	5,120	20,347	25,467	47,027
Board of Directors Expenses	1,296	1,296	-	2,592	2,686
Travel, Conferences and Staff Development	4,063	3,476	196	7,735	6,381
General Fund Raising Expenses	-	-	4,003	4,003	3,071
Memberships, Publications and Filing Fees	400	4,258	1,905	6,563	7,243
Bank and Credit Card Processing Fees	-	6,032	53	6,085	8,737
Investment Fees	-	1,470	-	1,470	892
Miscellaneous Expenses	-	266	-	266	551
Total Functional Expenses	\$ 544,501	\$ 148,290	\$ 221,035	\$ 913,826	\$ 829,245

60% 16% 24%

RESIST, INC.

STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2011 AND 2010

	<u>2011</u>	<u>2010</u>
<u>CASH FLOWS FROM OPERATING ACTIVITIES:</u>		
Change in Net Assets	\$ (64,505)	\$ 301,474
<i>Adjustments to Reconcile the Above to Net Cash Provided (Used) by Operating Activities:</i>		
Investment Income	(5,288)	(5,023)
Investment (Gains) and Losses	15,901	(29,084)
Depreciation Expense	653	1,209
<i>(Increase) Decrease in Current Assets:</i>		
Accounts Receivable	4,574	(4,574)
Prepaid Expenses	(4,035)	(571)
Inventory	(2,627)	1,006
<i>Increase (Decrease) in Current Liabilities:</i>		
Grants Payable	1,000	20,300
Accounts Payable and Accrued Expenses	9,091	(9,969)
Accrued Payroll and Related Costs	6,553	(1,023)
Increase (Decrease) in Non-Current Grants Payable	(12,000)	(21,000)
Net Adjustment	<u>13,822</u>	<u>(48,729)</u>
<u>NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES</u>	<u>(50,683)</u>	<u>252,745</u>
<u>CASH FLOWS FROM INVESTING ACTIVITIES:</u>		
Purchase of Computer Equipment	-	(3,575)
Net Reclassification of Cash Equivalents from (to) Investments	8,472	(149,019)
Proceeds from Sale of Investments and Maturities	315,273	354,266
Purchase of Investments	<u>(342,753)</u>	<u>(313,008)</u>
Net Cash Flows from Investing Activities	<u>(19,008)</u>	<u>(111,336)</u>
<u>NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS</u>	<u>(69,691)</u>	<u>141,409</u>
<u>CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR</u>	<u>260,824</u>	<u>119,415</u>
<u>CASH AND CASH EQUIVALENTS - END OF YEAR</u>	<u>\$ 191,133</u>	<u>\$ 260,824</u>

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

NOTE 1 ORGANIZATION

RESIST, Inc., ("RESIST" or the "Organization") an organization which promotes world peace and equality through informing the public about current affairs and assisting community groups with similar goals, was incorporated in 1978 under Massachusetts General Laws Chapter 180 and qualifies as a tax-exempt not-for-profit corporation under section 501(c)(3) of the Internal Revenue Code. RESIST has been classified as an organization which is not a private foundation under section 509(a); accordingly, contributions to this Organization qualify for the maximum charitable deduction for federal income tax purposes.

NOTE 2 PROGRAM SERVICES

RESIST has two programmatic areas: Grantmaking and Political Education.

Communications Program

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

Newsletter - RESIST publishes a well-respected newsletter six times per year that focuses on emergent as well as ongoing political issues. It is available as both a paper and an electronic publication. The *Newsletter* features the work of grant recipients and other progressive writers, providing grassroots activist-perspectives and broader analyses of a range of significant topics. Featured themes have included: environmental racism; confronting anti-immigrant attacks; welfare reform and progressive politics; gay and lesbian rural organizing projects; and more. RESIST sends the *Newsletter* to donors, grant recipients, activist groups, public and university libraries, prisoners and progressive foundations.

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

Grantmaking Program

RESIST maintains a vigorous grant-making program, completing six funding cycles each year.

RESIST funds activist organizing and educational work within movements for social change - concentrating on support for organizations that do not have access to more traditional sources of funds. As a result, RESIST's funding priorities include groups with an annual budget of \$150,000 or less (\$125,000 or less prior to 2007) and projects that encourage people to take action, rather than merely disseminate information or perform social services. The Board of Directors reviews grant applications every two months and awards grants to groups whose goals are in accord with RESIST's.

Targeted Grantmaking Programs include:

General Support - Organizations that meet RESIST's funding criteria may apply for a one-year general support grant, with the maximum amount requested not to exceed \$4,000. RESIST provides funds for general support as a means of enabling grantees to build infrastructure and capacity while engaged in ongoing social justice activism.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 2 (Continued)

Multi-Year Funding – After carefully considering how to maximize its impact in building capacity and supporting the long-term work of movements for social change, RESIST initiated a multi-year funding program in 2001. RESIST sets aside up to 25% of its annual funding budget for multi-year grant awards. Multi-year grants cover a three-year period and are designed to provide general support to eligible grantee organizations. Grants awards are \$4,000 for each year of eligibility.

Technical Assistance Grants - RESIST provides awards up to \$500 to enable existing grantees to take advantage of technical assistance opportunities. Funds are available on a quarterly basis and dispersed on a first come-first serve basis. Proposals are reviewed and grants awarded within a two week time frame for trainings that will occur within three to five months of the award.

Accessibility Grants - RESIST is committed to ensuring that all people are able to participate in the movement for social justice. As a result, RESIST will fund the additional costs of projects or events which will make them accessible to people with disabilities (e.g. personal care attendants, sign language interpreters for events, or wheelchair accessible venues) for amounts up to \$4,000. All accessibility grant applicants must be currently eligible to receive grant awards under RESIST's funding guidelines.

Emergency Grants – Emergency grants of up to \$500 are available on an “as-needed” basis. These grants are designed to help groups respond quickly to unexpected organizing needs. While it is impossible to precisely define an emergency, these grants are generally given to provide support for demonstrations or other events arising from a political crisis. These grants are not intended to provide a safety net for groups who have failed to adequately plan for their financial needs, or who have missed RESIST's regular funding deadlines.

In addition to providing grants, RESIST also offers technical assistance to newly-formed and established groups. For many of these organizations, RESIST helps them write their first grant application, assists them in presenting their budgets and financial statements, and helps connect them with other organizations and potential funders.

NOTE 3 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accounting policies which affect significant elements of the Organization's financial statements are described below to enhance the usefulness of the financial statements to the reader. The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates; however, adherence to generally accepted accounting principles has, in management's opinion, resulted in reliable and consistent financial reporting by the Organization. The following policies should be read in conjunction with the accompanying notes to the financial statements.

Basis of Accounting:

The Organization maintains its books and prepares its financial statements on the accrual basis of accounting in accordance with generally accepted accounting principles. Consequently, revenues and gains are recognized when earned, and expenses and losses are recognized when a liability has been incurred.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 3 (Continued)

Fair Value of Financial Instruments:

As required by the *FASB Accounting Standards Codification*TM, the Organization adopted the provisions of Fair Value Measurements, and has applied its provisions to assets and liabilities that are recognized or disclosed at fair value on a recurring or nonrecurring basis (at least annually). Fair value measurement defines fair value, establishes a framework for measuring fair value, establishes a three-level fair value hierarchy based on the quality of inputs used to measure fair value and enhances the disclosure requirements for fair value measurements.

The three levels of the fair value hierarchy are as follows:

- Level 1 - inputs to the valuation methodology are quoted market prices for identical assets or liabilities in active markets.
- Level 2 - inputs to the valuation methodology include quoted prices in markets that are not active or model inputs that are observable either directly or indirectly for substantially the full term of the asset or liability.
- Level 3 - inputs to the valuation methodology are based on prices or valuation techniques that are unobservable.

Financial Statement Presentation:

As required by the *FASB Accounting Standards Codification*TM, the Organization reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. These classifications are related to the existence or absence of donor-imposed restrictions as follows:

Unrestricted Net Assets - consist of assets, public support and program revenues which are available and used for operations and programs. Unrestricted net assets represents the portion of net assets of the Organization that is neither permanently restricted nor temporarily restricted by donor-imposed stipulations. In addition, unrestricted net assets includes funds that have been designated for specific purposes by the Board of Directors. Contributions are considered available for unrestricted use unless specifically restricted by the donor. For the years presented, all net assets and activities were unrestricted.

Temporarily Restricted Net Assets - includes funds with donor-imposed restrictions which permit the donee organization to expend the assets as specified and is satisfied either by the passage of time or by actions of the Organization. Resources of this nature originate from gifts, grants, bequests, contracts and investment income earned on restricted funds.

Permanently Restricted Net Assets - includes resources which have a permanent donor-imposed restriction which stipulates that the assets are to be maintained permanently, but permits the Organization to expend part or all of the income derived from the donated assets.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 3 (Continued)

The accompanying financial statements include certain 2010 comparative information. In the Statement of Functional Expenses, 2010 expenses by line item are in total rather than by functional category. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended December 31, 2010, from which the summarized information was derived.

Cash and Cash Equivalents:

For the purpose of these financial statements, cash and cash equivalents are defined as cash balances maintained in checking, savings and cash reserve/money market accounts and certificates of deposit with original maturities of less than ninety days.

Statement of Cash Flows:

Adherence with generally accepted accounting principles requires the Organization to make additional disclosures for the Statement of Cash Flows. For this purpose, the Organization is required to disclose the amount of income taxes and interest paid during the year. For each of the years presented, RESIST, Inc. did not incur any income tax expense, and interest paid was \$24 and \$174, respectively.

Investments:

The investments of the Organization are record at fair value based on quoted market prices. The Organization reports the investments' net realized and unrealized gains and losses at each reporting date in the Organization's Statement of Activities. Purchases and sales of securities are recorded on the trade date. In determining the realized gains (losses) on the sales of securities, the cost of securities sold has been determined on a specific identification basis.

Accounts Receivable:

Accounts Receivable reflects various minor balances due to the Organization for rental income due under a sub-lease agreement, postage refunds and other miscellaneous sources. These amounts are considered fully collectible and, due to the immateriality of these amounts, no provision for uncollectible accounts receivable has been made. Therefore, if accounts become uncollectible, they will be charged to operations when that determination is made. For the years presented, RESIST, Inc. did not report any loss from uncollected receivables.

Property and Equipment:

Property, equipment, furnishing and improvement purchases in excess of \$500 are capitalized at cost, if purchased, or if donated, at fair value at the date of receipt. Expenditures for maintenance, repairs and renewals are charged to expense as incurred, whereas major betterments are capitalized as additions to property and equipment. Depreciation of property and equipment is computed using the straight-line method, and is charged to activities over the estimated useful lives of the assets as expressed in terms of years.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 3 (Continued)

Contributions, Gifts and Grants:

As required by the *FASB Accounting Standards Codification*TM, contributions are required to be recorded as receivables and revenues and the Organization is required to distinguish between contributions received for each net asset category in accordance with donor-imposed restrictions. Contributions may include gifts of cash, real property, or promises to give. Occasionally, RESIST receives donations of stocks which are recorded as contribution revenue at the fair market value of the stock when received.

RESIST also receives occasional bequests. Bequests are a donor's intention to provide a portion of his/her estate to RESIST for its general funds. All amounts stated in a bequest are subject to change based upon the remaining value of estate assets after all debts and obligations have been fulfilled. Therefore, such donations are not recognized as contribution revenue until the ultimate gifts are received. During the years ended December 31, 2011 and 2010, contribution revenue from bequests amounted to \$55,000 and \$373,753, respectively. For the year ended December 31, 2010, two bequests accounted for approximately one-third of total support and revenue.

Contributions, including unconditional promises to give, are recognized as revenues in the period received. Conditional promises to give are not recognized until they become unconditional, that is, at the time when the conditions on which they depend are substantially met.

Contributions of assets other than cash are reported at their estimated fair value. Multi-year commitments are recognized in the year during which the initial commitment was made. Contributions to be received after one year are discounted at an appropriate discount rate commensurate with the risk involved, when such amounts are considered material.

Support that is restricted by the donor is reported as an increase in temporarily or permanently restricted net assets depending on the nature of the restriction until the restriction expires, at which time temporarily restricted net assets are reclassified to unrestricted net assets.

Donated Goods and Services:

As required by the *FASB Accounting Standards Codification*TM, RESIST maintains a policy whereby the value of the donated goods and services which requires a specialized skill and/or which would have otherwise been purchased by the Organization are recognized as in-kind revenue with a corresponding increase in functional expenses, or fixed assets. Donations of property, material and services are reflected as *In-Kind Donations* in the accompanying Statement of Activities at their fair value at the date of receipt. For the years ended December 31, 2011 and 2010, there were no in-kind donations which met the recognition criteria.

Functional Expenses:

As required by the *FASB Accounting Standards Codification*TM, the Organization allocates its expenses on a functional basis among its various programs and support services. Expenses that can be identified with a specific program and support service are allocated directly according to their natural expense classification. Other expenses that are common to several functions are allocated according to space and time usage. Supporting services are those related to operating and managing RESIST, Inc. and its programs on a day-to-day basis.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 3 (Continued)

Supporting services have been sub-classified as follows:

Administrative - includes all activities related to RESIST, Inc.'s internal management and accounting for program services.

Fund Raising - includes all activities related to maintaining contributor information, direct and indirect costs of special fund raising events, distribution of materials and other similar projects related to the procurement of funds and volunteer services for the Organization's programs. For the years ended December 31, 2011 and 2010, total fund raising expenses amounted to ~~\$182,864~~ and ~~\$171,747~~, respectively.

221,035 182,864

Tax Position:

The *FASB Accounting Standards Codification*™ provides detailed guidance for the financial statement recognition, measurement and disclosure of uncertain tax positions recognized in an organization's financial statements. The Organization adopted the provisions of this standard on January 1, 2009. The implementation of this standard did not have any impact on the financial position or net assets of the Organization.

The primary tax positions made by the Organization are the existence of Unrelated Business Income Tax and the Organization's status as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. The Organization currently evaluates all tax positions, and makes a determination regarding the likelihood of those positions being upheld under review. For the years presented, the Organization has not recognized any tax benefits or loss contingencies for uncertain tax positions based on this evaluation. All tax periods prior to 2008 are no longer subject to examination by tax authorities.

NOTE 4 INVENTORY AND T-SHIRT SALES

T-shirts and tote bags illustrating RESIST's purpose are sold on a small scale. Inventories of unsold items are stated at cost. will be sold in 2012

NOTE 5 PROPERTY AND EQUIPMENT

The following table is a summary of the Organization's property and equipment as of December 31, 2011 and 2010:

<u>Asset Category</u>	<u>Est. Life</u>	<u>Cost</u>	<u>Accum. Depreciation</u>	<u>Net Book Value</u>	<u>Prior Year</u>
Office and Computer Equipment	5	\$15,546✓	\$12,427✓	\$3,119	\$3,772
Leasehold Improvements	10	15,065✓	15,065✓	-	-
Total		\$30,611✓	\$27,492✓	\$3,119✓	\$3,772✓

Depreciation Expense was \$653 and \$1,209 for the years ended December 31, 2011 and 2010, respectively. During 2010, fully depreciated computer equipment with an original cost of \$6,705 was deemed obsolete and removed from service. As the equipment was fully depreciated, this disposal did not have an impact on the change in net assets.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 6 INVESTMENTS

Occasionally, RESIST, Inc. receives donations of stocks which are recorded as contribution revenue when received. In addition, RESIST, Inc. maintains investment accounts which are held by Morgan Stanley. Investments which are Board designated are classified as long-term investments because those assets are not intended for use in the current operating budget. Any remaining investments are classified as current, as they may be available for current activities. For the years presented, all investments were considered to be long-term. All investments included in the accompanying financial statements are valued with Level 1 inputs. Components of Investment Return for the years presented are as follows:

<u>Investment Return</u>	<u>2011</u>	<u>2010</u>
Dividend and Interest Income	\$ 5,213	\$ 4,927
Net Unrealized Portfolio Gains (Losses) *	(17,565)	26,387
Net Realized Gains (Losses) on Investment Sales	1,664	2,697
Net Investment Return	<u>\$(10,688)</u>	<u>\$34,011</u>

* This balance may include reclassification of previously recognized unrealized losses which are reported as realized gains and losses in the period of the actual sale.

Investment costs and unrealized gains and losses consisted of the following balances as of December 31, 2011 and 2010:

<u>December 31, 2011</u>				
	<u>Cost/ Basis</u>	<u>Unrealized Gains</u>	<u>Unrealized Losses</u>	<u>Fair Value</u>
Cash Equivalents	\$121,047	\$ -	\$ -	\$121,047
Certificates of Deposit	230,390	-	(51)	230,339
Municipal Bonds	-	-	-	-
Marketable Equity Securities	125,702	10,814	-	136,516
Mutual Funds*	187,885	4,024	(7,593)	184,316
Totals	<u>\$665,024</u>	<u>\$14,838</u>	<u>\$(7,644)</u>	<u>\$672,218</u>

<u>December 31, 2010</u>				
	<u>Cost/ Basis</u>	<u>Unrealized Gains</u>	<u>Unrealized Losses</u>	<u>Fair Value</u>
Cash Equivalents	\$250,139	\$ -	\$ -	\$250,139
Certificates of Deposit	150,000	125	-	150,125
Municipal Bonds	17,155	-	(288)	16,867
Marketable Equity Securities	110,035	16,762	(1,302)	125,495
Mutual Funds*	112,340	8,858	-	121,198
Totals	<u>\$639,669</u>	<u>\$25,745</u>	<u>\$(1,590)</u>	<u>\$663,824</u>

* Neuberger Berman Socially Responsive Fund

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 7 DESIGNATIONS OF NET ASSETS

Memorial Funds

Ed Baker Memorial Fund

In December of 2009, C. Edwin Baker, a long-time supporter of RESIST, passed away unexpectedly. The Ed Baker Memorial Fund commemorates his commitment to grassroots, participatory democracy, and the belief that the values of individual liberty, equality, and non-coercive freedom of expression (speech in an expanded sense) are essential to real democracy. The Board established the Ed Baker Memorial Fund in 2010 with a \$15,000 initial deposit. Both investment income and principal may be used to award grants at the discretion of the Board of Directors.

For the year ended December 31, 2011, the Ed Baker Memorial Fund generated net investment income of \$190 compared to \$141 for the years ended December 31, 2011 and 2010, and grants of \$500 were awarded each year.

Arthur R. Cohen Memorial Fund

In 1988, the Arthur R. Cohen Memorial Fund was established with a contribution of \$10,000. The fund is designated to support the causes to which Arthur Cohen (1918-1986) was committed: opposition to the arms race, the cold war and US intervention abroad; and support for civil liberties, the fight against racism, and the struggle of workers and unions at home. It is stipulated that income earned on the Cohen Fund will be given as grants, but the donor does not prohibit use of the principal to make grants.

The fund recognized an investment loss of \$438 for the year ended December 31, 2011 while an investment gain of \$1,401 was recognized for the year ended December 31, 2010. For the years ended December 31, 2011 and 2010, grants of \$500 were awarded each year.

Leslie D'Cora Holmes Memorial Fund

The Leslie D'Cora Holmes Memorial Fund, established in 1999, is committed to continuing the inspiring life's work and legacy of Leslie D'Cora Holmes. This fund supports activities and organizations that embody the characteristics, values, and principles that reflect the spirit-filled mission of Leslie D'Cora Holmes, including: empowerment for communities and individuals; self-determination through education and community organizing; harmonization of diverse communities of interest; actualization and recognition of individual potential; courage of conviction; and pride in culture, community and self. Both investment income and principal may be used to award grants at the discretion of the Board of Directors. The fund was established with approximately \$20,000, while cumulative contributions to the fund were \$25,449 through December 31, 2011.

The fund recognized an investment loss of \$779 for the year ended December 31, 2011 while an investment gain of \$2,382 was recognized for the year ended December 31, 2010. For the years ended December 31, 2011 and 2010, grants of \$500 were awarded each year.

Sharon Kurtz Memorial Fund

Family and friends of Sharon Kurtz began donating funds to RESIST in 2008 with the goal of setting up a memorial fund in her name. The Sharon Kurtz Memorial Fund is committed to supporting workplace justice campaigns that address the issues of race, class and gender in building a movement for workers' rights. The Board of Directors formally established the fund in 2009. Cumulative contributions to the fund were \$10,760 through December 31, 2011.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 7 (Continued)

The Sharon Kurtz Memorial Fund recognized an investment loss of \$456 for the year ended December 31, 2011 while an investment gain of \$1,401 was recognized for the year ended December 31, 2010, and grants of \$500 were awarded each year.

Freda Friedman Salzman Memorial Fund

In 1991, the Freda Friedman Salzman Memorial Fund was established by George Salzman in honor of his late wife. The Fund is dedicated to the purpose of supporting organized resistance to the institutions and practices that rob people of their dignity as full human beings. Income earned on the Salzman Fund will be given as grants, but the donor does not prohibit the use of principal to make grants. A total of \$65,430 has been contributed to the Fund since 1991.

The fund recognized an investment loss of \$2,381 for the year ended December 31, 2011, while an investment gain of \$7,287 was recognized for the year ended December 31, 2010. Grants of \$4,000 and \$3,000 were awarded for the years ended December 31, 2011 and 2010, respectively.

Bequest Funds

Ed Baker Bequest Fund

In 2010, RESIST received an unrestricted gift in the form of a bequest from the Estate of C. Edwin Baker. The total amount received from the Estate was \$250,000 of which \$85,000 was allocated to general operating funds and \$15,000 was allocated to the Ed Baker Memorial Fund. The remaining \$150,000 received from the Estate was used to establish the Ed Baker Bequest Fund, which will be used for the specific purpose of increasing the maximum grant award from \$3,000 to \$4,000 and will be expended over the course of five years. For the year ended December 31, 2011, \$30,000 was transferred to operations to cover the cost of the increased grant awards.

For the year ended December 31, 2011, the Ed Baker Bequest Fund recognized a net investment loss of \$2,027, while net investment income of \$1,401 was recognized for the year ended December 31, 2010.

Philip Schleimer Bequest Fund

In 2006, RESIST received unrestricted gifts in the form of a bequest from the Estate of Philip Schleimer. The total amount received from the Estate during 2006 was \$370,059, of which amount, \$30,000 was appropriated for operating activities in 2006, and the balance of \$340,059 was used to establish the Philip Schleimer Bequest Fund. From 2007 to 2009, additional contributions totaling \$46,759 were received from the Estate. As of December 31, 2011, cumulative contributions to the Fund totaled \$386,818. The Board of RESIST has determined that income generated from the investment of the principal of the Philip Schleimer Bequest Fund may be used for general operating expenses, while the principal of the Fund may only be used for the specific purpose of developing long-term and sustainable programs, such as a major donor program. However, the Board has stipulated that the principal balance of the Fund must be restored within a reasonable period of time and may not be used for general operating expenses.

Outstanding loans to operations from the Philip Schleimer Bequest Fund were \$18,000 and \$72,000 as of December 31, 2011 and 2010, respectively. For the year ended December 31, 2011, the Philip Schleimer Bequest Fund generated a net investment loss of \$3,883, compared to net investment income of \$20,379 for the year ended December 31, 2010.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 7 (Continued)

At the discretion of the Board of Directors, investment income and principal may be used from each of the above funds to award grants. The following table is a summary of the resources designated by the Board of Directors, which includes the funds described above.

<u>Fund</u>	<u>2011</u>	<u>2010</u>
Cohen Fund	\$ 11,379 ✓	\$ 12,337
Salzman Fund	72,800 ✓	79,181
Holmes Fund	18,328 ✓	19,457
Kurtz Fund	10,601 ✓	11,519
Schleimer Fund	365,405 ✓	315,288
Baker Memorial Fund	14,331 ✓	14,641
Baker Bequest Fund	119,374 ✓	151,401
Board Reserve	60,000 ✓	60,000
Total	<u>\$672,218</u> ✓	<u>\$663,824</u> ✓

NOTE 8 GRANTS AWARDED

The RESIST Board of Directors raised the maximum grant award for general support and multi- year grants from \$3,000 to \$4,000 beginning in 2011.

The liability arising from multi-year commitments which is expected to be paid within one year of the statement of financial position date is classified as current. The remaining future obligation is categorized as non-current.

As of December 31, 2011 and 2010, the liability for grants payable scheduled for future payment is as follows:

<u>Payable in Year Ending:</u>	<u>2011</u>	<u>Liability</u> <u>2010</u>
December 31, 2011	\$ -	\$59,300
December 31, 2012	60,300	36,000
December 31, 2013	<u>24,000</u>	<u>-</u>
Total Future Funding Commitment	<u>\$84,300</u> ✓	<u>\$95,300</u> ✓

The ultimate payment of these grants is contingent upon the recipients' ability to continue to meet the award criteria and is subject to re-evaluation prior to payment.

NOTE 9 NEWSLETTER EXPENSE/JOINT COSTS

Newsletters are sent six times per year to contributors, grantees, libraries, nonprofit organizations and others. The costs of printing and distributing the newsletter are allocated between fund raising cost and program expense based on the content of each issue.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 9 *(Continued)*

A summary of the functional allocation of newsletter costs is listed below:

	<u>2011</u>	<u>2010</u>
Fund Raising	\$ 1,785	\$ 2,173
Newsletter Program Cost	<u>37,885</u>	<u>34,038</u>
Total	<u>\$39,670</u>	<u>\$36,211</u>

NOTE 10 OPERATING LEASE COMMITMENTS

RESIST occupies approximately 1,500 square feet of office space pursuant to a 5-year lease that commenced March 15, 2008 which established the base annual rent at \$33,750 plus \$5,400 for storage rental. The lease is subject to annual increases as scheduled below. A subtenant rents approximately 40% of the space, for a prorated portion of the cost, under identical terms. Occupancy costs are stated net of subtenant payments. As of December 31, 2011, the future minimum lease obligation arising from this commitment is scheduled below:

<u>Year Ending</u>	<u>Gross Rent</u>	<u>Sublease</u>	<u>Net Cost</u>
December 31, 2012	\$48,030	\$19,212	\$28,818
December 31, 2013	<u>12,225</u>	<u>4,890</u>	<u>7,335</u>
Total	<u>\$60,255</u>	<u>\$24,102</u>	<u>\$36,153</u>

A deposit of \$2,000 was paid to secure the lease; and a utility deposit of \$230 was also paid. The sublessor has in turn paid deposits of \$1,750 to RESIST.

RESIST, Inc. routinely rents office equipment such as postage meters which are properly classified as operating leases and, therefore, are charged to expense as the costs are incurred. In July 2008, a 60-month lease was executed whereby RESIST rents copier equipment at a monthly cost of \$222.

The aggregate future minimum lease obligation arising from the above commitments is scheduled below:

<u>Year Ending</u>	<u>Net Facility Rent</u>	<u>Copier Equipment</u>	<u>Total Lease Obligation</u>
December 31, 2012	29,818 \$30,159	\$3,058	31,876 \$33,217
December 31, 2013	7,335 <u>7,623</u>	<u>1,529</u>	8,864 9,152
Total	<u>\$37,782</u>	<u>\$4,587</u>	<u>\$42,369</u>

Does not agree

NOTE 11 EMPLOYEE BENEFIT PLANS

Two tax-deferred retirement plans are offered to employees under Internal Revenue Code section 403(b), through which eligible employees who have completed a probationary period of six months may elect to defer up to 15% of their wages. RESIST matches the first 4% that employees contribute, and the combined contribution by the Organization amounted to \$7,440 and \$6,316 for the years ended December 31, 2011 and 2010, respectively.

RESIST, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2011

(Continued)

NOTE 12 RELATED PARTY TRANSACTIONS

The Staff of RESIST also serve as voting members of the Organization's Board of Directors. In each of the years presented, an employee served as the Clerk of the Corporation.

NOTE 13 SUBSEQUENT EVENTS

Management is required to consider events subsequent to the financial statement date for potential adjustment to or disclosure in the financial statements. Therefore, Management has evaluated subsequent events through April 1, 2012, the date which the financial statements were available for issue, and noted no events which met the criteria.

DRAFT

SCHEDULE A

RESIST, INC.

SCHEDULE OF BOARD DESIGNATED NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2011

	COHEN MEMORIAL FUND	SALZMAN FUND	HOLMES FUND	KURTZ FUND	BAKER MEMORIAL FUND	BAKER BEQUEST FUND	SCHLEIMER FUND	BOARD RESERVE	TOTAL
<u>NET ASSETS - JANUARY 1, 2011</u>	<u>\$ 12,337</u>	<u>\$ 79,181</u>	<u>\$ 19,457</u>	<u>\$ 11,519</u>	<u>\$ 14,641</u>	<u>\$ 151,401</u>	<u>\$ 315,288</u>	<u>\$ 60,000</u>	<u>\$ 663,824</u>
<i>Additions to Designated Net Assets:</i>									
Additional Board Designations	-	-	150	40	-	-	-	1,280	1,470
Loan Repayments	-	-	-	-	-	-	72,000	-	72,000
Investment Income:									
Interest and Dividends	49	254	83	49	241	1,676	2,843	18	5,213
Realized Gains on Investments	-	-	-	-	-	3,436	-	-	3,436
Unrealized Gains on Investments	-	-	-	-	-	2	6	18	26
Total Additions to Designated Net Assets	<u>49</u>	<u>254</u>	<u>233</u>	<u>89</u>	<u>241</u>	<u>5,114</u>	<u>74,849</u>	<u>1,316</u>	<u>82,145</u>
<i>Reductions to Designated Net Assets:</i>									
Loans to Operations	-	-	-	-	-	-	(18,000)	-	(18,000)
Transfers to Operations	-	-	-	-	-	(30,000)	-	-	(30,000)
Grants Paid Out	(500)	(4,000)	(500)	(500)	(500)	-	-	-	(6,000)
Investment Expenses and Losses:									
Investment Fees	(15)	(78)	(26)	(15)	(2)	(22)	(171)	(59)	(388)
Realized Losses on Investments	-	-	-	-	-	(125)	(390)	(1,257)	(1,772)
Unrealized Losses on Investments	(492)	(2,557)	(836)	(492)	(49)	(6,994)	(6,171)	-	(17,591)
Total Reductions to Designated Net Assets	<u>(1,007)</u>	<u>(6,635)</u>	<u>(1,362)</u>	<u>(1,007)</u>	<u>(551)</u>	<u>(37,141)</u>	<u>(24,732)</u>	<u>(1,316)</u>	<u>(73,751)</u>
<u>NET ASSETS - DECEMBER 31, 2011</u>	<u>\$ 11,379</u>	<u>\$ 72,800</u>	<u>\$ 18,328</u>	<u>\$ 10,601</u>	<u>\$ 14,331</u>	<u>\$ 119,374</u>	<u>\$ 365,405</u>	<u>\$ 60,000</u>	<u>\$ 672,218</u>

Net investment (458) (2381) (799) (458) 190 (2027) (3583) (1280)

SCHEDULE B

RESIST, INC.

SCHEDULE OF BOARD DESIGNATED NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2010

	COHEN MEMORIAL FUND	SALZMAN FUND	HOLMES FUND	KURTZ FUND	BAKER MEMORIAL FUND	BAKER BEQUEST FUND	SCHLEIMER FUND	BOARD RESERVE	TOTAL
<u>NET ASSETS - JANUARY 1, 2010</u>	<u>\$ 11,436</u>	<u>\$ 74,894</u>	<u>\$ 17,350</u>	<u>\$ 10,368</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 305,909</u>	<u>\$ 60,000</u>	<u>\$ 479,957</u>
<i>Additions to Designated Net Assets:</i>									
Additional Board Designations	-	-	225	250	15,000	150,000	-	1,850	167,325
Loan Repayments	-	-	-	-	-	-	27,000	-	27,000
Investment Income:									
Interest and Dividends	85	443	145	85	9	85	4,073	2	4,927
Realized Gains on Investments	305	1,589	519	305	31	305	1,495	-	4,549
Unrealized Gains on Investments	1,025	5,329	1,743	1,025	103	1,025	17,565	-	27,815
Total Additions to Designated Net Assets	1,415	7,361	2,632	1,665	15,143	151,415	50,133	1,852	231,616
<i>Reductions to Designated Net Assets:</i>									
Loans to Operations	-	-	-	-	-	-	(38,000)	-	(38,000)
Grants Paid Out	(500)	(3,000)	(500)	(500)	(500)	-	-	-	(5,000)
Investment Expenses and Losses:									
Investment Fees	(14)	(74)	(25)	(14)	(2)	(14)	(1,326)	-	(1,469)
Realized Losses on Investments	-	-	-	-	-	-	-	(1,852)	(1,852)
Unrealized Losses on Investments	-	-	-	-	-	-	(1,428)	-	(1,428)
Total Reductions to Designated Net Assets	(514)	(3,074)	(525)	(514)	(502)	(14)	(40,754)	(1,852)	(47,749)
<u>NET ASSETS - DECEMBER 31, 2010</u>	<u>\$ 12,337</u>	<u>\$ 79,181</u>	<u>\$ 19,457</u>	<u>\$ 11,519</u>	<u>\$ 14,641</u>	<u>\$ 151,401</u>	<u>\$ 315,288</u>	<u>\$ 60,000</u>	<u>\$ 663,824</u>

The Development Committee reviewed and approved the following Development Report to be forwarded to the full Board.

Development Report
March 27, 2012

1. 2012 Income

Here is the budgeted vs actual income for the first two months of 2012 (we do not have reconciled March figures yet).

	Budget	Actual	+/-
<u>Acquisition</u>	\$4,000	\$2,062	(\$1,938)

The acquisition mailing went out the week of 3/19; we should make up the shortfall.

<u>Renewal</u>	\$18,000	\$13,233	(\$4,767)
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The renewal mailing also went the week of 3/19. In addition, we need to look at the Renewal income along with our Major Donor income. Once a donor gives \$500 or more, they are categorized as "Major Donors". They no longer receive the regular renewal letter; they receive a major donor letter instead. All subsequent gifts are included as Major Donor income.

<u>Major Donor</u>	\$6,000	\$16,830	\$10,830
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<u>Pledge</u>	\$18,000	\$14,637	(\$3,363)
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We were missing a couple of large pledges. They are already in and we are on target.

<u>Newsletter</u>	\$3,500	\$2,796	(\$704)
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The Newsletter went out a couple of weeks late. We expect to make this up.

Total	\$49,500	\$49,558	\$58
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2. Event

Marc and Cynthia are hosting a movie fundraiser on March 30. We will report on it at the Board Meeting.

3. Analysis of 2011

I did an analysis of our donors by giving level and by their response to the various ways we raise funds (see attached *2011 Contributions Report*). The most striking number is the huge percentage of our donors who give us \$100 or less – 85.55%. This is remarkable for a foundation. Most foundations are funded by an endowment or a small number of wealthy individuals.

The other amazing figure is the number of new donors in 2011. We received first-time gifts from 1,786 individual donors. While revenue from these new donors was only about 8.24% of the total income in 2011 (with an average gift of \$37.44), this year they make up 1/3 of our donor base. The challenge is going to be to get these donors to renew their giving in 2012.

I am still working on figuring out the renewal rate and continuity of prospect donors.

Grant Comm. Meeting
3.22.12
Present: Greg, Robin, Yafreisy (minutes)

1. Linda Thurston

Linda has been recruited to the board. Yafreisy wants to approach her about sitting on the grants comm. Robin is her mentor and will ask her about the finance and grants comm. to see which one she wants to sit on. If she does not end up at grants, we can always wait until Judy Hatcher gets on the Board.

2. Revisiting our work plan & other planned work

The comm. went through each goal that is included in the Committees work plan and revised some things. See attached work plan. They also played around a bit with the calendar of discussion topics to bring to the board mtg. (also, see attached)

3. Board mtg. issues

Yafreisy went back and culled the board minutes over the past six months for items or issues that had been raised at board mtg. and had been sent to the grant comm. for further discussion. Below are the three items;

a. Informational Briefs on different issue

The board wanted the grant comm. to bring "mini-briefs" on issues that folks did not feel well versed on.

The grant comm. proposes that grant staff design and implement monthly webinars for the Board to participate in. The webinars could be held over lunch time, and whoever has the time and interest could attend. The webinars would be held by folks who are "leading experts" in that field/issue. This could include grantees, board members, and staff.

Yafreisy will ask the board for two issues that can serve as the pilot test.

b. Working list of peace and justice centers

Robin and Yafreisy will work with an intern this spring and summer. Robin notes that we already have a lead since we have a list of centers in grant-o-matic and the intern can build on this.

c. Grant applications coming through with "puffed-up" budgets

Yafreisy and Robin will work with Saif to change language on the website and perhaps in the application itself.

Greg and Robin think perhaps we can go a step further and have a webinar for our grantees; perhaps Meredith and a grants staff can do it together. The webinar would be on budgeting with a particular focus on what funders are looking for.

Board raised issues to Grant Committee:

From August '11 Board Mtg.

Marc-needs conversations around issues he used to know more about like the prison movement. Thinks that briefings of some sort would be good.

Becca, thinks that a good way to go about it is to have the grants committee pick the most contentious grants and prepare briefings on them to present at upcoming board meetings.

Another suggestion is to have references available to the board. While there is no way to have all the notes and such available to the board, we can create an excel file that board members can reach on our website.

Warren wondered whether the times that folks don't know a group, is it because we're perhaps not reaching newer folks.

Robin thinks that one way to ensure that board members see the wide reach Resist has is to do regional presentation about who the players in that region are and their history, and when it's a new reference.

December '11 Board Mtg.

A working list of Peace Centers as a resource

February '12 Board Mtg.

Including language in our website and perhaps in application of groups that apply to Resist with "puffed-up" budgets.

Grant Committees Discussions Schedule

Note: These presentations are different from the running list of briefings that the board has charged the grant comm. with putting together. Instead these are presentations of grant discussion items that have come up consistently, and would be helpful to have a cohesive and shared framework going forward.

April 2012 Board Mtg.: *(presenter's Robin and Yafreisy)*

Broad presentation of how we think about grant-making

(presenter Becca)

How to interpret an organization's reproductive rights/abortion positions

- Does work crossover with reproductive health concerns?
- Broader than abortion

June 2012 Board Mtg.: *(presenter's Robin , Meredith, and Jim)*

How to do an analysis of a grant applicant's budget

- How to read one
- What to look for
- Deficit/Surplus
- Income Streams

August 2012 Board Mtg.: *(presenter's Robin and Yafreisy, and Miabi)*

The role of geography in grant awards

- Access to funds
- Rural vs. urban
- How we think about diversity based on geography

Future issues include:

Discretionary funds

- Should we do it?

Revisiting Emergency grants

- How do we determine when it's an emergency

Personnel Committee Meeting, 3/21/2012 at 6:00pm

1. Ad Hoc Committee on Evaluations – Jim, Nelson, Kay and Ragini

- Discussed the self and peer evaluations submitted by staff. Committee is happy to report that things are working well including the new split in grants duties between Yafreisy and Robin.
- The committee is on time with the schedule laid out in the last minutes.
- The next step is for each committee member to meet with individual staff to go over the evaluations and talk to staff about their job descriptions, the self and peer evaluations of them and anything else that they would like to discuss. This will happen in April

2. PC only – Nelson, Kay, Ragini

- a. Christy exit interview update [Ragini] – Christy suggested that perhaps her thoughts are not that timely/useful now. The committee decided that this may be true.
- b. Salary alignment – The PC discussed making a proposal to adjust salaries to reflect a more equitable distribution. We did not have individual salaries in front of us so Ragini will be requesting those and PC will discuss again shortly.

**Staff Meeting
Minutes
2/15/12**

1. Check In

2. Board Development / R&R

Linda Thurston is good to go. Saif and Yafreisy will prepare the binder for Linda and send it out.

Saif will talk to Bev Tillery today or tomorrow.

Ravi will contact Maanav Thakore.

Robin will call Judy Hatcher.

Saif will check on the follow up that may be needed to plan the retreat in June. Ravi volunteered (was volunteered) to assist as necessary.

2. Finance Committee

The audit is 2/3 of the way done. Linda will be sending the draft version of the financial statements and the 990 for review in a few weeks. First staff review it. Then the Finance Committee. Then the Board approves it.

The 2012 Budget, which was approved at the Board meeting, is now in QuickBooks. Robin will run a "dirty" set of January numbers since the month is not fully reconciled.

3. Fundraising

The Committee has not met recently.

It is almost time for the new prospect to go out- some time in early March.

The renewal mailing will go out just after it in March.

The income goal for 2012 is very ambitious. It will require new initiatives and the time to plan them. Ravi does not yet have enough time to shift to these projects. Hopefully it will be better after the mailings drop. Some tasks may be able to be handled by interns or students (e.g. filing, thank you letters, and pledge end-of-year letters).

Suggestion 1: Prioritize getting interns.

Suggestion 2: All staff will take two days to work together to finish up all the outstanding thank you notes and get the pledge letters out.

Staff agreed to both suggestions and encouraged Ravi to make sure to let everyone know how they can help share the burden of getting the thank you letters out in a timely way.

Events: The plan is to hold events this spring in California and the Northwest. *At the next staff meeting* Ravi will lead a discussion about event planning that will incorporate any potential travel plans for the year. Each staff member will look into places they may feel it would be good to travel to- and use those ideas as part of the planning process.

4. Grants

Yafreisy needs to call a meeting of the committee, which is really not functioning very well right now.

Yafreisy may suggest to Linda that she join the committee.

There are a number of things the Board has sent to the Grant Committee that will need follow up. One is related to organizational budget size and clarifying the need to avoid puffing the numbers. The FAQ section of the website could have an expanded section to address this issue.

Robin and Yafreisy are finishing up the February cycle and beginning the April one. There are about 30 grants in the April cycle, some of which will be weeded out.

5. Executive Committee

The Committee is working to be more organized and proactive in oversight of outstanding tasks.

Marc has gone through all the recent minutes and committee work plans to determine what tasks need a bit of monitoring for accountability. He is creating a grid that the EC can use to enable them to follow up.

The Committee wanted to know what steps have not been completed for Saif's training. They also wanted to make sure that he had a copy of Jamie Pullen's report and the staff response.

Together the staff should review the re-structuring recommendations that were ratified by the Board.

The EC would also like to encourage long-term planning by committees and the Board as a whole- not just six month plans.

The EC reminds the staff that we were to hold quarterly retreats and encourage the planning of one.

Christy took the lead on making sure internal communication was working well- no one has taken on the role since she left. Yafreisy will move in to that role.

6. Personnel Committee / Evaluations

Ragini requested that evaluations be sent in by March 1st. Yafreisy will talk to her about a one week extension- since it is school vacation week next week and we are still finishing up the February grant cycle and direct mail campaigns.

Jim has touched base with Saif. Nelson has touched base with Ravi. Ragini and Kay have not checked in yet.

Staff went over the steps of the evaluation process together.

7. Communications

a. Website

Saif will be going through all the pages on the website to see if there are any changes that need to be made

A few suggestions include:

- a searchable data base for grantmaking (year, category, geographic location)
- more photos that show RESIST's history
- fix the donation pages – remove unnecessary click throughs and add a scroll of commentary
- expand the planned giving page

Saif felt we need a stronger on-line presence if we are going to drive people to our site.

Ravi suggested that we create grant links on the site that do not take people away, but open another window.

b. *Newsletter*

Saif is considering farmworker for the next issue of the *Newsletter*

The January / February issue should go out soon.

c. EC Occupy Call

It seems to make more sense to step back and write a statement about what RESIST believe (re Occupy Philanthropy). The statement would be stronger and have a more explicit political analysis.

Robin will sign the current statement for RESIST.

Perhaps Camilo would be willing to do a webinar on From Occupy to Organize. We will check with him.

8. Interns

It is clearly important to re-vitalize the intern program. Merely putting the opportunity on Idealist is not enough.

Steps to take:

- develop specific job descriptions for interns based upon areas of work and need (all staff);
- put the opportunity on our website (Saif)
- re-develop relationships with intern offices at local colleges (Ravi with help as necessary)

9. Office

Supplies:

Ravi will bring up the locking file cabinet purchased for personnel records since they are not here yet.

Storage Room Clean Up: Cathy is having a new load of books delivered and needs to have all RESIST stuff out of the way.

The Doctor Is In: Robin will look in to getting quotes to put a sliding window (similar to a doctor's office) in the wall between her office and the one shared by Saif and Ravi.

Robin will also check with Paul about painting. If he is not going to hire someone, Saif has volunteered to take a weekend and paint the office.

The air conditioning will need to be serviced before the weather gets warm.

10. Schedules

Robin: out for school vacation week

Yafreisy: out Monday, Thursday and Friday

Ravi: out Monday, Tuesday and Thursday

Saif: will work on Monday, out Thursday and Friday

11. Next Meeting

Wednesday February 29th. Yafreisy will facilitate and take minutes.

Staff Meeting
2.29.12

Ravi, Robin, Saif, Yafreisy (Facilitator & Note taker)

1. Fundraising Comm.

The Comm. has not met yet. Ravi ran a couple of reports looking at which states have a significant amount of donors, and wants to use these preliminary reports along with others to start to put together a proposal for the coming years' travel schedule for staff.

It's important not to just focus on where we have the largest amounts of donors/grantees, but also where we want to improve or strategically recruit from.

The staff decided to table this conversation for the next quarterly retreat, but talked about doing a maximum of 2-3 events/gatherings and then assessing before moving forward.

The Renewal (ABC) and Prospect mailings are on schedule, both go out at different points in March.

Ravi will go on a weekly schedule for processing credit cards, to make it easier for Robin to enter them in QB and for Meredith to reconcile at the end of the month.

2. Finance Comm.

Robin looked at the January through mid February numbers, while we seem to be down in income (about \$10,000) we're also down in terms of our expenses.

Linda Smith has sent Robin the drafts for the audit documents (990, financial statements, etc.) Staff needs to pick a time to go over them. Robin has emailed them to folks. The drafts need to be sent back to Linda by March 15th.

They will then get presented to the Finance Comm. and to the Board at the April meeting. The finance comm. will need about 10 minutes at this upcoming board mtg.

Usually in the summer months, RESIST's operating cash account runs a little low, and money needs to be transferred over. Instead of waiting for this, the staff (particularly Robin and Yafreisy who deal with day to day account issues) will be vigilant and use a \$10,000 account balance as a trigger to initiate a transfer of funds from our operating reserve account to the aforementioned account.

3. Board Development

Saif will finish up the packet and send it out to Linda by the end of this week, he will also contact Bev by the end of this week.

Ravi will try Maanav again, getting in touch with him has been a bit difficult.

Saif will contact the committee (which is basically him and Cynthia, at this point) about a next meeting and tackling the retreat scheduled for June.

Robin has been phone tagging with Judy Hatcher, another board prospect, but she's been traveling and difficult to get a hold of.

4. Grant Comm.

Yafreisy needs to call a meeting, there are a couple of things the board has sent to that comm. for review. Yafreisy will set up a meeting by the end of the week.

5. E.C. Committee

Ravi will ask Marc if he can share the grid the comm. put together of committee business loose ends, so that other comm. can look at it and plan accordingly for those pieces of work.

Ragini responded back to Yafreisy and the personnel comm. gave the staff the March 8th extension they needed.

Yafreisy is the new internal communications person, and will put together a schedule of staff meetings, facilitator and note-taker.

6. NL

The next NL (March/April) will be on food and agriculture. Robin sent Saif a list of groups that would be good to ask to write.

Staff talked briefly about the small website changes that need to happen in the next couple of weeks. The staff is going to meet on March 7th at 10am to look at the website together and brainstorm the new changes, which include;

- More photos that show RESIST's history
- Fix the donation pages-remove unnecessary click throughs
- Expand the planned giving page

Saif would also like to look at larger, more ambitious ways to improve our website, but both he and staff recognize that is not a priority at the moment. Those projects include;

-A searchable data base for grant making (year, category, geographic location). NOTE: Steve Wishengrad, who created and designed grant-o-matic, could be a resource for this.

-Adding more interactive elements such as video (grants Q&A, How To's, Grantee stories)

Staff talked briefly about the number of NL and other things/projects that could replace them or not-but decided we could table this for a staff quarterly retreat discussion.

Saif will be sending the e-newsletter this week. Next week he'll be sending the e-blast piece on philanthropy and occupy.

Saif is also working on putting together a schedule of weekly/bi-weekly e-blast that will go out on schedule.

Ravi likes how Grassroots' e-blast has the same design as their website. He thinks they might have had Groundspring design this for them for a onetime fee. It would be great if we could do this.

7. Internship

Ravi and Saif will work on reposting the internship on Idealist by the end of the week.

Robin is going to give Janette the list of college internship offices to update.

After spring, perhaps during the summer/early fall staff will have a larger discussion about revamping our internship program. Saif has volunteered to head that discussion.

8. Office

Robin is looking into ordering pens.

Staff are really, really talking seriously about painting the office. The first week of April after the board mtg. Staff will take 2-3 days during the week for prep, and paint during the weekend.

9. Schedules

Ravi will be out March 6th.

Yafreisy will be leaving early for a mtg. at Isaac's school March 6th
And will be out March 9th.

10. Ramblings and tidbits

Western States is holding its yearly training July 27-29th
Alliance for Justice is holding a conference March 28-30th

Ruckus is doing a training that Saif might participate in, once he has more info. RESIST might do an e-blast announcing TA grants availability.

Saif's orientation is complete, but he still needs Ravi to do a Sage training and either Yafreisy or Robin to do a Grant-o-Matic training.

Next Staff Mtg.

March 14th at 10am

Facilitator/Note-taker: Saif

Staff Meeting
3.14.12

- Ravi, Robin, Yafreisy, Saif, (Facilitator & Note taker)
- Fundraising Committee
 - Committee has not met, but will before the April 1 board meeting
 - Two mailings have not gone out yet, will drop in about a week
 - It would be great to get a report of how we did in May on which lists works, which didn't (Robin)
 - Ravi has been doing lots of cleaning up from the end of the year with the database, the "Dear" section is missing
 - We should call sage to fix it (Y)
 - We are going to email our list and attempt to get people to opt-in
 - Ravi and Saif are coming up with new endeavor for online contributions
 - Ravi will be taking classes in the near future about online fundraising
 - Robin has a contact – Rich Cowin
- R & R Committee
 - Judy Hatcher is a go and will be voted on at the April 2, 2012 board meeting
 - Linda Thurston will be at the board meeting
 - Saif will update the paper board list and to the website
 - This will be Becca's last meeting
 - Robin will be Linda's mentor
 - Ravi will interview Judy Hatcher
 - Saif and Cynthia will have an exercise at the board meeting to plan for the Board Retreat in June
- Grants Committee
 - Has not met
 - Robin has entered all of hers in and is doing references
 - Y is halfway done
 - Packets will be done shortly
- Executive Committee
 - Will meet next week
- Communications Committee
 - Newsletter is on its way, one article is very late, but no need to worry yet
 - Website revamp is running a bit behind due to our outside website contractor
 - Will send out an Occupy Philanthropy Email very soon
- Internships Update
 - We would like to have a few people over the summer for a minimum of 10 hours a week
- Office
 - Robin is working on the pens
 - Sergio and Jonathon from Civilian Soldier Alliance will be here on Friday at 10 Am
 - Ravi called Kevin (our IT person) and he will come in once a month
 - Ravi will create a folder on the T drive with a log of IT/computer issues
- Schedules
 - Saif will be out of the office Friday April 6th
- Finance
 - Newsletter is bringing in money
 - Couple of deposits in February aren't matched up
 - Y, Robin, and Ravi will meet
 - We are a tad behind on finance, just because things dropped in the mail a little bit later than expected, but we should be fine

- We are shifting how we categorize major donors – anyone who has given \$500 or more will automatically be a major donor, no matter how they gave
- We have some big bills that we still have to pay, but we are still financially on target
- Ravi thinks that this mailing will tell us a lot and thinks it could be bigger than last year
- Robin and Ravi will work on getting their schedules to match
- Robin will check with Meredith about deposits
- Financial Statements
 - Audit – Meredith double checked our statement with Quickbooks and there are two places where the amounts seem to be incorrect. Linda wrote back and Meredith's numbers are correct.

**Staff Meeting
March 28, 2012**

Communications

Saif has gotten 1 article back. He is working to schedule an interview with ____ and plans to have something from Student/Farmworkers Alliance. The new deadline to have all the articles in is end of next week. He is planning to have most of the editing done by the end of next week as well.

Saif needs names of 4-5 grantees for the newsletter. He is also looking for photos.

Saif and Ravi are will develop a joint communications/development schedule for materials/emails going out by next week. The "open rate" for emails going out is steadily going up.

Saif spoke with Paul (the website consultant) yesterday. They discussed updating/adding features to the website in 2-3 steps. The fundraising page is the first priority; this would include a easier process for people ordering RESISTware.

Hits on the website are up – about 100-150 hits a day; half of which are new visitors. We are up to 700 people on Facebook and 300 on twitter.

Saif will be preparing a report looking at the rate of email subscriptions. We should get quite a few new email addresses from the recent mailing that went out.

Grants

Yafreisy and Robin are getting references. First reference update will go out today another one Friday. The grants packet is out.

There is a Funders Network meeting coming up in Boston that Yafreisy might attend. There is also going to be a webinar soon organized by the Southern Organizing Working Group.

Fundraising

The two mailings – acquisition and renewal just went out. We should start to get responses next week. We will be monitoring this mailing closely. We have an ambitious fundraising goal this year. If it looks like we are falling behind, we will need to make some budgetary recommendations to the Finance Committee before the June Board meeting.

Everything seems to in place for the event on Friday. We will check in again on Friday morning.

We need to send a check to the Post Office

R & R Committee

Saif is going to facilitate a discussion about the retreat at the Board meeting. A key focus of the retreat will be planning for RESIST's 50th anniversary; which will include answering some key questions about where we are now and where we want to be in 5 years.

Two board members will be voted on at this meeting – Saif, who has completed his probationary period, and Judy Hatcher.

Linda Thurston will be here for her first meet. Ravi offered to pick her up and house her for the meeting.

Finance Committee

We will receive a final copy of the audit before the Board Meeting which will have to be signed by Miabi, Jim and Ravi.

Office

Ask Marc to send around the grid with committee assignments
Reminder that we have a staff retreat planned for May

Board Meeting

Ravi will send out a survey to board members to get a sense of who is planning to be here for the Board Meeting

Robin and Ravi will buy stuff for lunch from Costco

Ravi will buy fruit

Robin will buy bagels

We do not need juice

Saif will vacuum the office

Yafreisy will buy a cake for Becca's last meeting

We will take some time to clean the office on Friday

Ravi	Yafreisy	Saif	Robin
Finances	Finances	Finances	Finances
			Finalize audit
			Begin charitable registration
Fundraising	Fundraising	Fundraising	Fundraising
Create joint Communications / Development Schedule	Finalize plans for movie night	Finalize plans for movie night	Data enter new prospects
Finalize plans for movie night			Go to Costco for food
Check for BREs to Post Office			
Go to Costco for food			
Communications	Communications	Communications	Communications
	Get grantees for NL to Saif	NL editing finished by next week	Get grantees for NL to Saif
		Create joint Communications / Development Schedule	
		E-mail subscription report	
Grants	Grants	Grants	Grants
	Finalize April grant cycle		Finalize April grant cycle
	Start entry of June cycle		Start entry of June cycle
	SOWG webinar		
	Funders Network meeting		
Office	Office	Office	Office
Suvey for Board attendance in April	Minutes in Minute Book	Will give Robin all 1st quarter timesheets	Staff minutes in Minute Book
Minutes in Minute Book		Minutes in Minute Book	
E.C. Committee	Grants Committee	Communications Committee	Grants Committee
Fundraising Committee	Finance Committee	R&R	Finance Committee
			Schedule 6 month review
Finance Committee			