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Resist Board Meeting Minutes

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10-6-2013

### Resist Steering Committee Meeting, Oct. 6, 2013

Resist

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## Resist Board Meeting Minutes, October 6, 2013

Present: Cynthia Bargar, Miabi Chatterji, Ravi Khanna (morning only), Kay Matthew (morning only), Yafreisy Mejia, Marc Miller, Jim O'Brien, Greg Pehrson, Saif Rahman, Carol Schachet\* (afternoon only), Camilo Viveiros

*\* Carol is stepping down from the Board (this was her last Board Meeting) because she felt she couldn't give the Board as much time and energy as she feels is needed. She's available on an ad-hoc basis for communications, etc. We thank her for her many years of service and dedication to RESIST.*

BUSINESS PORTION (morning): Kay Matthew chair, Jim O'Brien notes

### Minutes

Minutes of August Board meeting were approved with one minor change.

Revised version of June Board minutes (circulated by the Executive Committee before the meeting) was approved.

The Executive Committee will make a recommendation regarding the level of detail in future Board minutes.

### Executive Committee

The EC recommended that Lee Goldstein's law firm, Goldstein and Feuer, be engaged as a consulting attorney on any issues of nonprofit law that might arise. The Board approved this recommendation. His firm is offering Resist a reduced hourly rate, knows Resist well, and has worked on many issues that matter to Resist.

### Finance Committee

No votes were needed in this portion of the meeting. Yafreisy presented the financial narrative and figures for January through August 2013, showing a better financial picture than predicted for this time period in the 2013 budget. Ravi presented a development report, including plans for covering his work during his upcoming medical leave.

### R & R Committee

The following recommendations of the R & R Committee (Cynthia, Saif, Camilo) were approved by unanimous vote of Board members present:

Jacklyn Gil was approved for Board membership.

Saif was elected clerk, replacing Ravi, whose two-year term has expired.



The Board approved recommendations A-F from the committee, as well as G, which was added during the discussion:

- A. R&R committee will attempt to expand the board of directors to 20 to 25 individuals.
- B. We will aim to have between 25% and 50% (with no upper limit) individuals who are directly from, work with, and represent a mix of **current non-multi-year grantees, multi-year grantees, and former grantees** who currently have budgets of over \$150,000.
- C. In the beginning of 2014, RESIST will have an open call to current non-multi-year grantees, multi-year grantees, and former grantees and ask to apply to be on the RESIST board.
- D. Twice a year, RESIST board will voluntarily fill out our own diversity chart
- E. Currently, the vast majority of our board members are relatively near Somerville, MA, though this is not a written rule. We ask the R&R committee have the mandate to recruit board members nationally, taking into consideration travel money and resources, especially when it comes to grantees and former grantees. (With an expanded board, RESIST might want look into requiring board members to be present at three board meetings instead of the current four and utilize online tools to maximize participation and save money.
- F. There are many issue areas and communities, which we support that aren't adequately represented on the board. R&R committee will look at the diversity chart of the board, assess who and who is not in the room, and actively recruit to make us more accountable to the communities in which we support.
- G. The Board will hold a retreat once a year.

Personnel Committee (Greg reporting for himself and Nisha Purushotham)

The Personnel Committee endorsed a set of proposals from the staff regarding health insurance and staff composition and pay. The proposals were discussed separately and all were approved by unanimous vote.

1. Resist will change to a different health insurance plan which will have much lower premiums because of high deductibles for procedures and prescriptions (\$1,000 for individuals and \$2,000 for families, with maximum out-of-pocket costs of \$2,000 for individuals and \$4,000 for families). Resist will also maintain a Medical Expense Reimbursement Plan (MERP) fund of \$12,000 a year, from which staff will be reimbursed for all out-of-pocket expenses. Personnel policies will be revised to ensure confidentiality.
2. A half-time staff position for a director of administration and finances will be added as of July 1, 2014. Duties will include budgeting and accounting (including the financial reconciliation that is now down by an outside accountant), financial management and investments, human resources, and office systems. Various board members reported positive experiences in other nonprofits with this type of staff position.



3. (Saif not present for this discussion) Saif's pay will be raised to \$55,000/year, retroactive to July 1 of this year.

4. (No staff members present for this discussion) All staff salaries will be raised to \$65,000/year as of January 1, 2014. Salaries will increase by 5% each year. This increase includes whatever COLA increase is in effect that year. (COLA + ?= 5%). (The salary for a half-time position would be set at half the full-time rate current at the time of hiring.) The Personnel Committee is asked to take on a policy toward a possible future staff member with less experience, who might be paid at a lower level at first. The committee will review the personnel policies for any necessary changes.

Two notes for future discussion: At a future meeting, we will discuss the question of whether/when the Board meets in executive session (without staff present) and, if needed, we will adjust the personnel policies. The Executive Committee will take the lead in preparing for this board discussion. It was further noted that the entire personnel policies and evaluation processes are due for a review.

#### Grants Committee

We agreed that we should discuss at some point soon the Accessibility grant. Is it solely for making an organization more accessible for people with disabilities, and if so, do we adhere to current legal definitions of disability? Or is it for efforts to make a group more accessible in general? The Grants Committee will take this on.

### **October 2013 Grant Decisions**

#### **Multi-Year**

##### ***Renewals:***

<b>1. Project Hope to Abolish the Death Penalty</b>	<b>\$4,000</b>
P.O. Box 1362, Lanett, AL 36863    Esther Brown    334/499-0003 beesther@earthlink.net    www.phadp.org	

Third year of multi-year to work with prisoners, advocates and allies to abolish the death penalty in

Decision:        Full

Comments

Renewal of final year.

<b>2. Migrant Justice</b>	<b>\$4,000</b>
294 North Winooski Avenue, #130, Burlington, VT 05401    Natalia Fajardo    802/658-	



6770 natalia@migrantjustice.net www.migrantjustice.net  
to organize migrant farm workers and their allies to build a movement for economic and social justice.

Decision: Full

Comments

Seem to be close to our budget cap, will be important to keep an eye on their second and third year renewals. Do amazing work, bias-free policing work is good.

*New:*

**3. Student/Farmworker Alliance** **\$4,000**

P.O. Box 603, Immokalee, FL 34143 Joe Parker 239/657-8311  
joe@sfalliance.org www.sfalliance.org

for a national network of students and youth organizing with farmworkers to eliminate sweatshop conditions and modern-day slavery in the fields.

Decision: Full

Comments

Example of what an ally organization looks like.

**4. Alianza Indigena Sin Fronteras** **\$3,000**

P.O. Box 826, Tucson, AZ 85702 José Matus 520/979-2125 jrmatus@aol.com

for an Inter-Tribal advocacy and organizing project promoting Indigenous Human/Civil Rights in the urban and Southern U.S.-Mexico international border.

Decision: Partial

Comments

Not eligible for a M-Y grant. Strong references. We hope that Kat (who Miabi spoke to as a reference) can work with them on grant-writing and communications. Very important grassroots work. We need a progress report from last time.

## General Support

### Central, Latin America and the Caribbean

**5. Witness for Peace – Southeast** **\$0**

P.O. Box 12123, Raleigh, NC 27605 Emily Zucchini 919/856-9468  
office@wfpse.com www.wfpse.org

to work towards peace, justice and sustainable economies in the Americas by changing U.S. policies and corporate practices that contribute to poverty and oppression.

Decision: No

Comments

Their start was super revolutionary-the idea of putting bodies on the front lines is amazing. Not sure how they are engaging folks coming back. The decision is no, but with a conversation that we like their work, but are unsure they connect folks to movement work once they're back.



## **Community Organizing/ Anti-Racism**

### **6. Austin Tan Cerca de la Frontera**

**\$2,000**

3707 East MLK Blvd., Austin, TX 78721      Josefina Castillo      512/474-2399  
jcastillo@atcf.org      www.atcf.org

for an experiential classroom at the U.S.-Mexico border and in Austin offering people a window on the realities of 'free trade,' economic policies, migration, and militarization.

Decision:      Partial

Comments

Strong references. Found there was a lot of follow-up after delegations and they are doing youth leadership development, among many other programs.

### **7. Cayce United**

**\$4,000**

1334 Lischey Ave., Nashville, TN 37207      Matthew Leber      615/ 414-3788  
cayceunited@gmail.com

To unite and organize residents of Cayce Place Housing to protect their homes and work around general issues of access.

Decision:      Full

Comments

Are smart about the community benefit agreements by including working with the trade unions.

### **8. Urban EpiCenter**

**\$3,000**

1215-9th Avenue North, Suite 205, Nashville, TN 37218      Keith Caldwell      615/419-4214  
keithcertain@gmail.com      www.urbanepicenter.org

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

Decision:      Partial

Comments

Good work, but is it more than one person?

### **9. Washington Peace Center**

**\$3,000**

1525 Newton St. NW, Washington, DC 20010      Sonia Silbert      202-234-2000  
info@washingtonpeacecenter.net      www.washingtonpeacecenter.org

General support to provide education, resources and action for peace and social justice in the DC.

Decision:      Full

Comments

Note: they asked for \$3,000 and received what they asked for; therefore it's considered a full award. They are a very different organization than they were a couple of years ago. The guide they put together is really good. They are a way to connect groups that are doing work for example around gentrification with groups that are more doing more policy work.



**10. Workers Center for Racial Justice****\$0**

500 East 61st, 2nd FL, Chicago, IL 60637 DeAngelo Bester 312.361.1161  
deangelo@center4racialjustice.org www.center4racialjustice.org

for a grassroots organization that organizes unemployed, low-wage and formerly incarcerated Black workers for racial and economic justice.

Decision:           Defer

**Comments**

Greg gave some context: DeAngelo is brilliant and committed. He comes from National Peoples Action, and when San Lucas Workers Center collapsed, he jumped in and helped organize former members. There are so few black workers centers in the U.S. We would like to hear from (more) people on the ground in Chicago, perhaps other black workers' centers, and perhaps NPA. We should also talk to DeAngelo about the current levels of funding they have.

**Economic Justice****11. Calumet Project for Industrial Jobs****\$3,000**

200 E. Russell St. Suite 304, Hammond, IN 46324 Francine Hintz 219.937.4103  
fhintz@calproject.org www.calproject.org

for a grassroots coalition to unite everyone -- congregations, community activists, environmentalists, labor unionists, and neighborhood residents -- in striving for economic, environmental, and social revitalization of their communities.

Decision:           Partial

**Comments**

Website not used much. Local community organizing made up of working-class Hammond folks. Great new leader.

**12. Community to Community Development****\$4,000**

203 W. Holly Street, #317, Bellingham, WA 98225 Rosalinda Guillen 360/738-0893  
maloracc@gmail.com www.foodjustice.org

for a place-based, women-led grassroots organization working for a just society and healthy communities. Their core constituents are farmworkers in Whatcom County, Washington.

Decision:           Full

**Comments**

Great intersectional work. So glad they came to us. Hell Yes!

**Environmental Justice****13. Clean Air Muscatine****\$3,000**

1808 Mulberry Ave, Muscatine, IA 52761 Jessica Brackett 563-607-0852  
jessica@cleanairmuscatine.com www.cleanairmuscatine.org

for a membership organization that educates, organizes, and advocates for systemic changes that will lead to the elimination of Muscatine's status of national outlier due to its foul air.



Decision: Partial

Comments

Good grassroots organizing - but hope that it doesn't keep/have a NIMBY lens.

## Gay/Lesbian/Bisexual/Transgender Rights

### 14. Massachusetts Transgender Political Coalition

\$2,000

PO Box 960784, Boston, MA 02919 Robson Govine 617/778-0519  
rmasondunn@masstpc.org www.masstpc.org

To organize for an end to discrimination based on gender identity and gender expression.

Decision: Partial

Comments

They are not mainstream. They do a lot of policy work,, but so do lots of other groups we fund.

### 15. Wyoming Equality

\$0

P.O. Box 2531, Cheyenne, WY 82003-2531 Jeran Artery 307/778-7645  
info@wyomingequality.org www.wyomingequality.org

to enhance the lives of gay, lesbian, bisexual and transgender people in the Equality State by providing education, information, activities, support, a networking system, and an advocacy system for people impacted by gender and sexual orientation issues.

Decision: No

Comments

Have 130 members and have done committed legislative work, but are fairly old and not moving forward in terms of doing more than marriage equality. Not organizing.

## Housing

### 16. National Alliance of HUD Tenants

\$3,000

42 Seaverns Avenue, Jamaica Plain, MA 02130 Michael Kane 617/267-9564  
michaelkane@saveourhomes.org www.saveourhomes.org

to preserve and improve affordable housing, protect tenants' rights and develop tenant empowerment.

Decision: Partial

Comments

Not many groups like them out there.

### 17. Right to Housing Alliance

\$4,000

1601 Guilford Ave, 2 South, Baltimore, MD 21202 Jessica Lewis 443-863-9607  
contact@rthabaltimore.org rthabaltimore.org

to build a movement for the human right to housing in Baltimore through direct action, advocacy, and coalition building.

Decision: Full

Comments

Quintessential RESIST group. Important to support them now.



## Immigrants/Immigration

### 18. Just Communities of Western Massachusetts

\$4,000

640 Page Blvd. #101, Springfield, MA 01104 Bliss Requa-Trautz 774/722-1511

bliss@wmjwj.org <http://wmjwj.org/just-communitiescomunidades-justas>

to fight for immigration rights through leadership development, political action and education.

Decision: Full

Comments

Getting lots of support from JWW-Western MA. Bliss also did some work with Ravi at Phenom. Last march was a huge success.

## Labor and Employment Rights

### 19. Jobs with Justice - Philadelphia

\$2,500

1315 Spruce Street, #331, Philadelphia, PA 19107 Gwen Snyder 215/670-5855

director@phillyjwj.org [www.phillyjwj.org](http://www.phillyjwj.org)

for workers' rights, community and economic justice on the principles of solidarity, reciprocity and

Decision: Partial

Comments

Working with great groups like Decarcerate PA. Campaign to tax large non-profits sounds smart; lots of schools have already closed in Philadelphia due to budget cuts.

### 20. Vermont Fair Food Campaign

\$1,000

294 North Winooski Ave., Burlington, VT 05401 Kelly Mangan 802/524-5005

kellyannmangan@gmail.com

to impact food industry workers in Vermont by building campaigns that advocate for sustainable jobs and wages as part of the sustainable food movement

Decision: Partial

Comments

It's still not clear how they are including workers in the leadership-James Haslams reference seemed not sure about this, but willing to work with them.

## Peace/Anti-Militarism

### 21. Manhattan Alliance for Peace and Justice Education Fund

\$1,500

P.O. Box 161, Manhattan, KS 66505 Anne Cowan 785/537-2025

anne\_cowan@sbcglobal.net [www.mapj.org](http://www.mapj.org)

General support to educate and organize for peace and social justice at home and abroad.

Decision: Partial

Comments

Kansas is a very difficult place in which to organize. References are pretty good. They say they haven't caused any major disturbances in the past year - not sure how to take that.

### 22. Nebraskans for Peace

\$0

941 O Street, #1026, Lincoln, NE 68508 Tim Rinne 402/475-4620



nfpstate@nebraskansforpeace.org www.nebraskansforpeace.org

to work nonviolently for peace with justice through community building, education and political action.

Decision:       Defer

Comments

Need 2014 financials, 12-month profit-and-loss (from this past year), and more references.

We've said that they are the only players in the area, but do we have evidence of this? They have a long history with us.

**23. Peace and Justice Action League of Spokane**

**\$3,000**

35 West Main Avenue, #120M, Spokane, WA 99201       Liz Moore       509/838-7870

lmoore@pjals.org www.pjals.org

to involve individuals and local communities in building foundations for a just and non-violent world.

Decision:       Partial

Comments

Very strong references. Unafraid to talk about Palestine. Sound like they have a good analysis around race though they are very white.

**Prisoners Rights**

**24. Community Initiatives for Visiting Immigrants in Confinement (CIVIC)**

**\$4,000**

3157 Watermarke Place, Irvine, CA 92612       Christina Fialho       385-212-4842

cfialho@endisolation.org

to empower people in immigration detention and their allies to start community visitation programs that provide civilian oversight to a system that is largely unregulated.

Decision:       Full

Comments

There is such a firewall of information from ICE confinement, so this is so important. Echoing Green fellowships will end. Amazing 700-person volunteer reach already. So inspiring. Almost a Hell Yes.

**25. Georgians for Alternatives to the Death Penalty (GFADP)**

**\$3,000**

P.O. Box 55196, Atlanta, GA 30308       Terrica Ganzy       404/602-2856

info@gfadp.org www.gfadp.org

for a statewide coalition to abolish the death penalty in Georgia and protect the rights and dignity of those on death row and their families.

Decision:       Partial

Comments

Good work in a tough area, not clear if they are against life without the possibility of parole.

**26. Racial Justice Action Center-Women on the Rise**

**\$4,000**

1741 Dorsey Ave, East Point, GA 30344       Edget Betru       917-334-7500

edgetbetru@yahoo.com



to educate, heal, and empower women to demand justice for those impacted by the criminal "justice"

Decision: Full

Comments

Amazing work! Is Women on the Rise a project of Racial Justice Center? Clarify before releasing funds.

**27. The Connecticut Network to Abolish the Death Penalty**

**\$0**

361 Park Rd., West Hartford, CT 06119 David Amdur 860/231-1489

david@cnadp.org www.cnadp.org

to ward off reinstatement of the death penalty in Connecticut and advocate for improvements to the criminal justice system.

Decision: No

Comments

Don't involve most affected, almost all white.



## Women's Rights

### 28. NARAL Pro-Choice Missouri

\$1,000

1210 S. Vandeventer, St. Louis, MO 63110 Pamela Sumners 314-531-8616 p-sumners@prochoicemissouri.org www.prochoicemissouri.org

General support to develop and sustain a constituency that uses the political process to guarantee every woman the right to make personal reproductive related decisions.

Decision: Partial

Comments

They talk about youth leadership development and want to encourage young/of-color participation, but their language around interns is highly tokenizing. Pamela seems to have a lot of power in the organization. Missouri is a very hard place to fight for reproductive justice.

### 29. NARAL Pro-Choice Wisconsin

\$3,000

612 W. Main St, #200, Madison, WI 53703 Jenny Dye 608/287-0016 info@prochoicewisconsin.org www.prochoicewisconsin.org

to ensure that women have the right to a full range of reproductive choices.

Decision: Partial

Comments

Seem to have a fairly good race analysis and have good relationships with people in other movements.

## Youth

### 30. Coalition for Educational Justice

\$3,000

5905 Tipton Way, Los Angeles, CA 90042 Ronni Solman 323/246-5653 solm2@aol.com 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: Partial

Comments

We spoke to more people doing on-the-ground educational justice work in LA and found that they are respected and strong. Are bringing together students, parents, and teachers - pretty unique.

### 31. Social Justice Education

\$0

42 Seaverns Street, Jamaica Plain, MA 02130 Alexander Lynn 617-549-2369 alexanderumnunity@gmail.com www.sjeboston.webs.com

to use a new model of education to serve the social and emotional needs of students inside the Boston public school system.

Decision: Defer

Comments

For more references and clarity re: budget.



## Accessibility

### Environmental Justice

#### 32. Clean Air Muscatine

1808 Mulberry Ave, Muscatine, IA 52761 Jessica Brackett 563-607-0852  
jessica@cleanairmuscatine.com www.cleanairmuscatine.org

to provide printed material (in the form of a newsletter and additional copies of educational material) that can be sent to the home of supporters, and to produce TV programs of our work on public access TV. CLAM is a membership organization that educates, organizes, and advocates for systemic changes that will lead to the elimination of Muscatine's status of national outlier due to its foul air.

Decision: No

Comments

This does not feel like an accessibility question, but rather about getting information out to new folks in Muscatine. That should be part of their core organizing. It is problematic to define disability in vague ways, when it is a clear legal category that disabled folks have fought very hard to create.

## TA

### Technical Assistance/Training Grants

#### 33. NARAL Pro-Choice Wyoming

P.O. Box 271, Laramie, WY 82073 Sharon Breitweiser 307/742-9189  
sbreit@tribcsp.com www.prochoicewyoming.com

for a technical assistance grant to enable the Executive Director to attend the annual conference on Emergency Contraception in New York City.

Decision: Full

Comments

\$500

## Emergency

### Environmental Justice

#### 34. Beyond Toxics

1192 Lawrence Street, Eugene, OR 97401 Lisa Arkin 541/465-8860  
larkin@oregontoxics.org www.oregontoxics.org

an emergency grant to hire an air toxics expert to establish important legal precedents that could stop the permit process for two Oregon biomass incinerators to triple their emissions, and may affect the permitting process in other states.

Decision: Full

Comments

\$500

**Total Number of Grants:** 27 regular grants; 4 multi-year grants; 1 emergency  
1 TA; 1 Accessibility

5 not on agenda

**Total Amount Requested:** \$ 124,000



**Total Allocation for Cycle**      \$58,000  
**Total \$ given;**      \$77,000 (\$500 Emergency, \$500 TA, \$12,000 M-Y, \$64,000 General Support)

**Deferred:**

Workers Center for Racial Justice  
Nebraskans for Peace  
Social Justice Education

**Hell Yes! Grant:**

Community to Community Development

**October 2013  
Not On Agenda**

**1. Center for Community-Based Enterprise**

2795 East Grand Boulevard, Detroit, MI 48221 Lisa Stolarski 313.300.6517

to provide technical assistance and development education to foster common-wealth assets such as a cooperative businesses and worker-owned enterprises in Detroit.

**Reason:** All the work is towards building worker-owned cooperative businesses. They have a progressive economic analysis but are not organizing the people who are working on these businesses. 80% white leadership (or more - 10-person Board listed on diversity grid, 13 listed in application) in an 80% black city; they say they accept leadership on questions of race from the POC, but don't have a plan on how to diversify racially.

**2. Health Care 4 All PA Education Fund**

101 West 34 Street, Erie, PA 16508 Cindy Purvis 814/460-3568

for a Pennsylvania group working to build support for a single payer health care system.

**Reason:** Single issue, no broader analysis- very mainstream. All white.

**3. Indiana Abolition Coalition**

1033 S. Duncaster Court, Bloomington, IN 47401 Doris Parlette 812.320.5243

to build consensus to end the death penalty in Indiana through education, collaboration and activism.

**Reason:** Basically all white and with no prisoner participation. Working with Journey of Hope, a liberal organization that did not make our agenda last cycle. Identify as single-issue. No current collaborations in the death penalty movement. Barely any mention of racism, class bias, etc. They say that groups especially affected by the death penalty include "corrections officials and public defenders" but don't mention incarcerated people, their families, etc. The death penalty "affects all of us" is their analysis.

**4. WESPAC Foundation**

52 North Broadway, White Plains, NY 10603 Nada Khader 914/449-6514

for a group engaged in progressive organizing in the Hudson Valley with an increased focus on Palestinian solidarity.

**Reason:** They've been doing this solidarity work for a while, for their budget size they could be doing



other work. Some of the other issues they are working on i.e. fracking is via coalitions-not their own work.

**5. Yraida Guanipa Institute, Inc.**

8660 West Flagler Street, Suite 104, Miami, FL 33144      Yraida Guanipa      786/449-

to assist mothers who have been incarcerated to re-establish their relationship with their kids and re-

**Reason:** Service based. Are bringing light to the issues around incarcerated mothers and what happens with their kids. Not organizing and don't seem to be doing much fundraising.