

LATE 1964?
POST WAVELAND ~~1965?~~

To: All Staff Members

From: Jim Forman, Executive Secretary

This is a short memorandum concerning the financial situation of the Student Nonviolent Coordinating Committee.

I. Pay raises in the state of Mississippi: Following the last staff meeting at Waveland, I made the decision, in consultation with others, to increase the pay scale of all people in Mississippi from ten dollars to twenty dollars. Some people in that state were already receiving twenty dollars. There was some criticism at Waveland about the fact that some staff people in Arkansas were getting twenty dollars a week and some in Georgia. I think it should be known that all of us have been concerned with the pay situation in Mississippi. There was once a time when the ten dollars a week was supposed to be money that a person could do whatever he wanted to do with it. Food and lodging was taken care of by the local projects. Then it was found that some people were not able to live off the ten dollars a week because they were moving around in the state and had to buy their food. So there was a mixture of the twenty and the ten. Now we had tried to make it all twenty. Jesse Morris informs me there are now some people in Mississippi who feel that this should not have been raised to twenty dollars. So therefore, at the Mississippi staff meeting this weekend, this question will be discussed by those who are getting the pay checks. I do not know the outcome, but we have always operated on the basis that if a person does not need as much money as the next one he has informed us of this and we have adjusted his subsistence. I refer to the paper I submitted on the pay scale at the last staff meeting for further knowledge as to how the pay scale arose and some of the difficulties in administering it.

IMPLICATIONS OF THE ACT: Most of all it has increased the payroll of the Student Nonviolent Coordinating Committee to a point where we now are spending \$15,000 every two weeks on salaries. This means \$30,000 a month that someone has to raise for subsistence in the organization. This does not count project expenses and the general overhead involved in a movement such as we have: cars, telephones, travel, rent, etc. All of this means that the Atlanta office and the Friends of SNCC and you must creatively find more ways to meet the increased expenditures and the projected budget of 1965. I HOPE EVERYONE TAKES A LOOK AT THE PROJECTED BUDGET FOR 1965.

THIS ALSO MEANS THAT IT IS QUITE POSSIBLE TO MEET THE PAYROLL FOR THE MONTH OF DECEMBER. BUT ALL STAFF PEOPLE WHO READ THIS MEMORANDUM**ACROSS THE BOARD**must be prepared to tighten our belts and to realize that in the month of January and thereafter, it may be necessary to CUT ALL SALARIES BY ONE HALF DURING A PARTICULAR PAY PERIOD. THIS FACT DOES NOT ONLY RESULT FROM THE INCREASE IN THE SCALE IN MISSISSIPPI, BUT TO THE GENERAL EXPENDITURES OF THE ORGANIZATION AND THE LACK OF FUNDS THAT ARE COMING INTO THE ORGANIZATION.

THE SITUATION IS grave, but it does not mean that we shall not

overcome. I just want to prepare people for what is possible within a month so that people will attempt if possible to save a few coins here and there and to dig deeper into the community where we may have to live as we do but in a greater sense.

II Some Job Descriptions:

- A PRATHIA HALL is now serving as OFFICE MANAGER in Atlanta. She should be considered as the person in charge when you want to solve a problem through Atlanta. This does not mean that she will not refer you to this person or that person but all of us should know there is a person in Atlanta to whom we can take our problems. In her absence, and assisting her, is primarily RUBY DORIS ROBINSON, who is serving as personnel officer. NOW IF THEY ARE TO FUNCTION, they must have the cooperation of all of us.
- B COURTLAND COX will be traveling around to the projects, working especially on the Challenge and trying to feed back into the Atlanta office, primarily what is going on in the field. He will not have any responsibility for the operations of the Atlanta office, but will be called upon from time to time to do various things in the organization as will all of us.
- C IVANHOE DONALDSON is serving as the ADMINISTRATIVE ASSISTANT. As such, his duties cannot be defined precisely because he is trying to make the wheels of the organization run smoother and this means from New York to Podunck. HOWEVER, I guess you could call him BIG CHIEF BUREAUCRATIC HANG-UP MAN.
- D JOHN LEWIS, has arrived from Africa full of enthusiasm about his trip. He will move also from area to area and has a lot to say about Africa. He has indicated that he is willing and wants to speak to projects in the field even at mass meetings about his African experiences.
- E Since Waveland, I have tried to take it easy in Atlanta. I feel much better now. I feel my strength returning. However, I am greatly concerned about the financial situation in the organization. I have experienced the frustration of all of us when there is no money around and therefore, am working in the area of fund raising trying to see that we don't go broke or incur huge debts. This may ultimately come, but all of us should be involved in this - hence the purpose of this memo. We can postpone that day if we creatively plan and put to use the resources we have. REMEMBER WE ARE DEPENDENT PRIMARILY UPON PUBLIC CONTRIBUTIONS FOR SUPPORT AND THAT SUPPORT WILL COME IN PROPORTION TO THE PROGRAMS IN WHICH WE ARE INVOLVED AND IN PROPORTION ALSO TO OUR EAGERNESS TO GO OUT AND GET SUPPORT FOR WHAT WE ARE DOING. However, I hope to leave Atlanta sometimes in the middle of December and stay away until the next staff meeting. During this time, some of the things we have put into motion will have undergone a hatching period. By that time it will be necessary for me I think to spend a considerable amount of time in New York, where there is more money to be raised.

Incidentally, Betty Garman is working hard on fund raising. She has many problems and all of us should cooperate with her.

✓ III Finance Committee:

There has been established a Finance Committee in the Atlanta Office, composed of Prathia Hall, Betty Garman, Ruby Doris Robinson, and Shessie Johnson. This committee is chaired by Prathia. It will meet periodically to discuss the state of funds in the organization, the request for funds, the bills to be paid, and IT WILL BE ACCESSIBLE TO ALL THOSE IN THE FIELD THROUGH CHANNELS THAT NOW EXIST. HOWEVER, IN EFFECT THERE ARE THREE TRAVELERS TO THE COMMITTEE THOUGH THEY ARE EX OFFICIO MEMBERS: COURTLAND, IVANHOE, AND JOHN. WHEN THESE PEOPLE COME YOUR WAY OR EVEN IF THEY DON'T, and you want them to, you should call Prathia and tell her you want to see one of them though you should discuss the nature of the business with her because she might be able to solve the problem from Atlanta -- they should be told of any administrative, personnel, or other type of problems you may be having and they will try to solve them.

IV Air Line Tickets:

We are swooping all over the country, in and out of cities, sometimes when we get there we sit around all day waiting for whatever it is we are to do to be done and then sometimes we wait for two days -- The situation is not all that bad, but we have spent over \$70,000 for cars and we are still trying to get some Freedom Cars into the South. That means we should have some cars available for travel to some places especially to Washington, the seat of political interest. Now Lavern Lilly is no longer responsible for the authorization of airplane tickets. The only people who can authorize airplane tickets are John Lewis, Courtland Cox, Ivanhoe Donaldson, and Prathia Hall. There are forms that have to be filled out before the ticket writer - Lavern Lilly - will issue one. So when you are asked where and why you are going and who authorized it and is there not another way you can get there, it is all a part of the drive to cut back on expenses so that the projects and the personnel can get their money.

V Personnel:

Except in rare cases, very rare, we will not add any new people to our staff. It seems we have to find out where some of those who are on our staff are now at this moment. Some people are in hiding, some are in training, some are recuperating, some are vacationing--cats are all over the place. Also, the campus travelers are working hard getting young black students involved in the South. Doing a good job, holding the first state conference in Hampton this weekend. We have to program for the coming out of school of many of the students and that means where do we get the money.

VI The Building:

We should know something about the building near the end of the month. I am personally working on some plans for the raising of that money - 1000 people to give \$100 for an educational institute. Freedom Bonds especially in the South. More creative plans on the drawing board just waiting for the city council to make it's decision.

✓VII Cars:

THERE IS NO DOUBT THAT THE STAFF IS WASTING THE RESOURCES OF THIS ORGANIZATION THROUGH THE MISUSE OF CARS. FOR INSTANCE, ONE STAFF MEMBER WAS DRIVING WITHOUT A LICENSE. WHY, ALL OF US COULD ASK. THEN HE HAD AN ACCIDENT AND PAID FOR THE ACCIDENT OUT OF BOND MONEY FROM ANOTHER PLACE. THEN, ANOTHER STAFF MEMBER WAS DRIVING AND HAD AN ACCIDENT WHICH COST US \$300. TRYING TO INSURE CARS, WE FOUND THAT THE NAMES OF SOME PEOPLE THEY WERE SUPPOSED TO BE INSURED IN, DID NOT HAVE DRIVERS LICENSES. THEY REPLIED THEY DID NOT KNOW THEY SHOULD HAVE THEM OR THEY HAD NOT GOTTEN AROUND TO THEM!

THEN, ALL OF THE STAFF SHOULD KNOW THAT JESSIE HARRISON IS NOW IN THE GULFPORT HOSPITAL SUFFERING FROM MANY ALLMENTS RESULTING FROM AN ACCIDENT. IT IS BELIEVED HE BLACKED OUT. ALSO, WE ARE GOING TO HAVE TO PAY A LAWYER SOME \$3000 in order to handle his case. This does not mean there will not be other expenses in the case of Jessie.

* Now any inquiries concerning cars from this point on should be referred to Ruby Doris Robinson. ALSO ANY MOVEMENT OF CARS OUT OF THE STATE WHERE THEY ARE LOCATED MUST BE CLEARED THROUGH HER. ALSO IT MUST BE UNDERSTOOD BY ALL THE STAFF THAT SOME OF THE CARS THAT WE NOW HAVE IN MISSISSIPPI WILL BE SHIFTED TO OTHER PROJECTS, ESPECIALLY TO SOUTHWEST GEORGIA WHICH IS OPERATING WITH TWO CARS AND WE AT THIS MOMENT DO NOT HAVE MONEY TO GET THEM ANY NEW CARS. AND THERE ARE PROJECTS AND COUNTIES IN MISSISSIPPI WHERE WE HAVE TWO AND THREE CARS. THIS IS NOT RIGHT. INCIDENTALLY, I HAVE JUST AUTHORIZED THE FATHER OF BILL LIGHT TO ENGAGE IN A \$50,000 campaign to raise money for cars.

VIII Field Reports:

The New York Friends of SNCC were impressed by the Field Reports of this organization for the years of 1961-1963. So they decided to put an artist to work to present a Carneige Hall benefit where Field Reports will be dramatized. However, they found themselves short of reports for 1964. The reason of course, is that in the Atlanta office there is a shortage of reports. There are many WATS line reports but this is not the kind of substantine, emotional, and psychological reports that we need. We have been getting good reports from Arkansas and from Hattiesburg. Ruby Doris is responsible for personnel and she will insist with your deepest cooperation that you write her about what you are doing. This is a must. The organization has a history of writing and some of the people who write better than others must get with them and help them to send Field Reports. If the organization is

is going to survive, it needs many things and Field Reports are one of those necessities.

IX

I would just like to say that the organization is somewhat under attack. Wilkins is talking about COFO, critics are talking about the trip to Africa, contributors are worried, funds are getting low, we are still in limbo though we are emerging a healthier organization and new creative programs are just swirling in the minds of all of us, but we must stay with the people, dig deep into the communities where we are, gain the respect of those people with whom we work for our problems are theirs and theirs are ours, and it is only together can we further make social change.

X

WE SHALL OVERCOME!

Telephone (includes national wats line)-----	36,000.00
Office Maintenance (includes \$125,000 for bldg.)-----	140,000.00
Travel-----	50,000.00
Equipment for Student Voice-----	30,000.00
Postage (including bulk mailing)-----	22,000.00
Office & Printing Supplies-----	40,000.00
Field Project Expenses (except Miss.)-----	55,000.00
Mississippi Projects (30)-----	120,000.00
Car Purchases, Insurance & Maintenance-----	65,000.00
Conferences, staff meetings & Retreats-----	30,000.00
Legal & Other Professional Fees-----	5,000.00
Contributions to Victims of Violence & Other Worthy Causes-----	10,000.00
Miscellaneous: includes Promotional Materials, Subscriptions, Medical Expenses & Fines, etc.---	25,000.00
Scholarships-----	5,000.00
Reserve Fund-----	<u>100,000.00</u>
Total	\$1,153,000.00