



GSA Network Board of Directors Meeting
 Saturday, April 7, 2018 / 9 AM to 11 AM Pacific
 Join from PC, Mac, Linux, iOS or Android: VIA ZOOM:

[REDACTED]
 [REDACTED]
 [REDACTED]

Directors	Directors	Management & Staff
Sam Alavi she/her	Malia Jenkins they/them or ve/ver (absent)	GINNA BRELSFORD, Co-Executive Director she/her, they/them
Kristen Burzynski (secretary) she/her (absent)	Danny Orsburn (treasurer) he/him	Geoffrey Winder, Co-Executive Director he/him (not on)
Sophie Fanelli she/her (absent)	Malik Robinson they/them (absent)	Anna Davis, Communications Manager she/her
Maddy Fischer she/her	Ollie Venzon he/him	Guests
Amanda Goad (co-chair) she/her or ze/zir	Sterling Waldman they/them	
Logan Henderson he/him	Monroe Yeung (co-chair) she/her	
Kristi Jackson she/her		

Time	Lead & Topic	Notes
9:00AM (25 min)	<i>Monroe & Amanda</i> Opening Call to order, roll call/ attendance, welcome, agreements, & agenda Check-in question: If you had to delete all but 3 apps from your smartphone, which ones would you keep, and why?	Agenda Board Agreements [below] Bylaws provision re attendance & reinstatement [below]

<p>9:25AM (10 min)</p>	<p><i>Kristen</i> Secretarial Moment Consent Agenda: 1) approval of minutes from March</p>	<p>Draft March minutes Danny filling in to take minutes. Consensus decision to remove Ice-breaker details from public minutes. Motion – Amanda Second – Sam Passes unanimously</p>
<p>9:35AM (15 min)</p>	<p><i>Ginna & maybe also Geoffrey</i> Program/Organizational Report</p>	<p>Geoffrey attending Southern regional organizers convening in Birmingham. Cohort of southern orgs.</p> <p>TRUTH Council convening last weekend in April in Bay Area. Circa 30 individuals coming together for training and discussing projects for the year.</p> <p>Open positions: CA lead organizer and Associate Directors Partnerships. Target to hire by May HR position still open but a consultant for 5 hours a month through July to assist Leadership Team. Will assist with HR audit in the fall as well.</p> <p>Staff retreat – March. Organizational meetings (programs, etc.) and team building.</p> <p>ENS in two weeks.</p> <p>Entered into contract with Fresno Unified School District. Space for ENS and will help promote the event.</p> <p>Question from Board: Had reached out to Emma Gonzalez but have not connected as of yet. Kristi may have separate path for connection. Will be rolling out communication plan for knowing your rights for those participating in the school walk out.</p>

		SoCal office potential move with increase in staff. Scoping out space in LA near transportation.
9:50AM (10 min)	<i>GINNA</i> Give OUT Day Reminder	<p>Personal pages are hopefully set up. Michelle can provide assistance is strategy etc. as needed.</p> <p>Can schedule donations in advance.</p> <p>All donations by 11.59 eastern on 4/19.</p> <p>All board members being asked to secure 15 donors at a minimum.</p>
10:00AM (10 min)	<i>Maddy & Danny</i> Audit Task Force Update	<p>Firm comparison chart</p> <p>Audit Task Force (Maddy) Recommendation for Crosby & Kaneda. We have worked with them for Cook & Co had a higher price though both were focused on non profits.</p> <p>Maddy walked through documents as attached.</p> <p>Motion to engage Crosby Kaneda by Danny, second by Sam. Passes unanimously</p> <p>Danny to reach out to all firms regarding path forward.</p>
10:10AM (20 min)	<i>Anna</i> Website Input	<p>Anna Davis 7 responses to the survey</p> <p>DesignAction.org to develop redesign</p> <p>Common threads from survey: Out of date Hard to find things</p>

		<p>Convey mission and values fairly well but some work Programs and projects not well articulated</p> <p>Board seems to use information more than others (circa monthly basis). Sam – may use even more if knew the data was current and accurate and more clear. Kristi – As a GSA advisor, direct potential sponsors to the site.</p> <p>Used for board recruitment , Give Out Day, research information.</p> <p>Data such as 990 Form are outdated.</p> <p>Anna – any feedback on the website redesign? Increasing the local resources and visibility into them would be good. Should we have a place to put our minutes? Anna to look into what others are doing around board transparency. Is there a way to provide more youth perspectives vs the current feel which feels more reflective of adult perspective? Increase highlight on TRUTH. More images of youth engaged in the work. An avenue to feed data in from local GSAs?</p> <p>Less CA centric has received good feedback.</p>
<p>10:30AM (10 min)</p>	<p><i>Kristen & Monroe</i> Co-Secretary Proposal</p>	<p>Monroe –</p>

		<p>Kristen brought proposal to create a youth co-secretary role.</p> <p>Could be a co-secretary or assistant secretary created under the “Other Officers” language within the bylaws.</p> <p>Would be looking for someone to share the role as Secretary until / through October.</p> <p>Responsibilities: Participate in Executive Committee meetings Providing feedback in drafting agendas Sharing in taking minutes Roles to be shared based on agreement between the co-secretaries</p> <p>Maddie potentially interested, will talk with Kristen</p>
10:40AM (15 min)	<i>Sam & Malik</i> Board Recruitment Committee Update	<p>Attendance: Amanda, Monroe, Sam, Logan, Maddy, Ollie, Kristi, Sterling, Ginna</p> <p>Sam – All board members looking for 1 – 3 people to send the application to.</p>
10:55AM (5 min)	<i>Sterling</i> Evaluation Committee Update	Everyone please provide feedback on evaluation process.
11:00AM	<i>Monroe & Amanda</i> Adjourn	<p>Suggestions for following meetings: Add how you are doing with the check in question</p>

¹ A consent agenda is a best practice adopted by the GSA Network Board in order to expedite work that is not strategic or generative. It is not a required policy or legal rule. In order to expedite work, the board votes once to adopt a series of items. A director can ask that each item be considered separately if there is a need (e.g., a committee report wasn’t performed and the board needs to discuss it).



Board Values Statement

We, the board of directors of GSA Network, value the diverse voices of the LGBTQ youth communities we serve. By engaging the community and those impacted most directly in the decisions about the direction of the organization, we work to ensure that GSA Network continues to be a leading social justice organization for LGBTQI+ youth.

As members of the community, we are committed to a board and organization that reflects the diversity of the LGBTQI+ youth we serve and all their collective experiences and skills that make our movement so rich.

As board members we are committed to personal work to embody the values of the organization and vision of a just future.

It is our duty to not only bring our lived experiences as students, alumni, activists and community members, but also approach our decision-making process through a broad intersectional lens along race, gender, sexuality and class lines.

As board members, we recognize and celebrate the history and communities -- particularly women, trans folks and people of color -- that have led us to these spaces and this movement as we continue to build the next generation of LGBTQI+ youth leaders.

Individual Director Behaviors

Introduce yourself and your preferred gender pronouns

Stay away from saying "you guys" in favor of gender-neutral terms like "you all" and "y'all"

Disciplined preparation for meetings, focus on the meeting, active engagement

Try on

OK to disagree

No attacking/ blaming of others

Practice self-focus

Practice "both/and" thinking

Assume good intentions

Notice process and content

Maintain confidentiality

Be aware of intent and impact

Be respectful

Make space/ take space

One mic/ one diva

Quiet Coyote

Shake not shout

Leave the drama for your mama

Board Behaviors

- Collective, not individual decision-making
- Sense of group responsibility – speaking with one voice
- Support for board decisions, irrespective of personal positions
- Strategic and generative leadership, not administrative detail

Re-election of Directors

Terms (reminder):

[under construction]

Board Meeting Attendance

[to be reinstated]

From the By-Laws

Directors shall be subject to automatic removal if, within any twelve-month period, they accrue ONE unexcused absence or TWO absences, whether excused or unexcused, from a Board meeting. For purposes of this section, "Board meeting" means a regularly scheduled in-person meeting and shall not include any additional, ad hoc, phone or Board committee meeting. An "excused" absence means providing a valid reason (including illness, family emergency or unavoidable work, school or family conflict) to the Chair or Secretary in advance of the meeting. If advance notification of an absence is not provided, the absence shall still be considered "excused" if there were unforeseen circumstances that were serious in nature (including a death in the family, accident, or family-related emergency or prohibition from attending) and that would have prevented a reasonable person from providing advance notification.

Upon facing automatic removal, a director may obtain automatic reinstatement to the Board by appearing in person at the next regularly scheduled Board meeting. Automatic reinstatement shall only be available once to a director. In addition, a director may petition for discretionary reinstatement by appearing in person at any Board meeting subsequent to removal and explaining why reinstatement is warranted, after which the Board shall vote on the director's reinstatement petition. The attendance policy shall begin anew for any reinstated director, starting with the subsequent Board meeting (not the meeting at which reinstatement occurred). Removal and reinstatement shall not affect or forestall any term limits which may apply to a director.

At the beginning of every Board meeting, the Secretary or a designated individual shall (1) record attendance, (2) state all excused and unexcused absences for the present meeting, (3) state which directors, if any, have one excused absence within the past twelve months, and (4) state which directors,

if any, are subject to automatic removal. Reinstatements, whether automatic or discretionary, shall immediately follow the Secretary's attendance report. The Secretary shall keep a log of all reinstatements.

COMMITTEE LIST lives here.