



GSA Network Board of Directors Meeting
Sunday, June 3, 2018 /9 AM to 11AM Pacific



Directors	Directors	Management & Staff
Sam Alavi she/her	Kristi Jackson she/her [Excused Absence]	GINNA BRELSFORD, Co-Executive Director she/her or they/them
Kristen Burzynski (secretary) she/her [Left during recruitment discussion]	Malia Jenkins they/them or ve/ver	Geoffrey Winder, Co-Executive Director he/him
Sophie Fanelli she/her	Danny Orsburn (treasurer) he/him	
Maddy Fischer she/her	Malik Robinson they/them or she/hers	
Amanda Goad (co-chair) she/her or ze/zir	Ollie Venzon he/him (Left during recruitment discussion]	Guests
Logan Henderson he/him	Monroe Yeung (co-chair) she/her	

Time	Lead & Topic	Desired Outcomes	Attachments
9:00AM (15 min)	<i>Amanda & Monroe</i> Opening Call to order, roll call/attendance, welcome, agreements, & agenda Icebreaker question: What is your favorite meal to eat, and why?	Ensure everyone shares same basic expectations for this meeting Make sure we are all awake and comfortable participating, and get to know each other a tad more	Agenda Board Agreements [below] Bylaws provision re attendance & reinstatement [below]
9:15AM (10 min)	<i>Kristen & Amanda</i> Secretarial Moment Consent Agenda: 1) Reinstatement of Kristen to the board 2) Reelection of Danny to the board 3) Approval of minutes from May	Approve minutes from previous month, understand status of folks' terms/attendance, take care of any other secretarial business	Kristen- Discussion of Kristen's absence from two meetings; review of bylaws around attendance (one unexcused absence=reinstatem ent needed). Motion to reinstate Kristen- Sophie motioned to reinstate; Monroe seconded. All voted in favor,

			<p>reinstatement approved.</p> <p>Kristen- Danny's two-year adult board term expired, we need to re-elect him if he would like to stay on the board.</p> <p>Motion to reelect Danny- Amanda motioned to reelect; Sophie seconded. All voted in favor, reinstatement approved.</p> <p>May minutes unanimously approved.</p>
<p>9:25AM (15 min)</p>	<p><i>Ginna & Geoffrey</i> Program/Organizational Report</p>	<p>Understand recent GSAN program and organizational developments</p>	<p>Geoffrey- GSAN has camps this summer at USC and Georgia State, along with QYLTS and the first midwest meeting, which will be held by Frank outside of Chicago. Frank expects 30-40 people!</p> <p>TRUTH has three meet-ups planned. The first one is happening in the south in a few weeks, and the second is happening in July.</p> <p>EQCA joint lobby day just happened. Three GSAN folks from the Central Valley, three from SoCal, and three</p>

		<p>from NorCal attended. It went well, but we want to reexamine if it's necessary to participate because there are already so many good laws on the books that aren't being enforced-- maybe GSAN can work to ensure adherence to existing anti-discrimination laws instead. went well.</p> <p>Cathy's youth organizing team met at a Common Space office space in Fresno for a team retreat, which went well, and the new space was good.</p> <p>Ginna- On the operations side, GSAN is re-entering budget approval season to have it ready for consideration at the next (in person) board meeting. Also working on organizing the youth retreat and getting things set up for LuzMarina who will start in New Mexico in July, and Gabe, who will be the new lead organizer in SoCal.</p> <p>Malik- TRUTH is working on individual region projects (and maybe</p>
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			<p>a national project), which will be released in June.</p> <p>Maddy- Things are going well in the Central Valley, and several people will attend activist camp. “Expression not Suppression” campaign went well.</p> <p>Ginna- GSAN stopped sponsoring people to go to LA Pride because you have to pay to get in. However, GSAN will take place in SF Trans March, Oakland Pride, and Long Beach Pride. <i>Oh, and tomorrow is Geoffrey’s birthday! :)</i></p>
<p>9:40AM (20 min)</p>	<p><i>Geoffrey</i></p> <p>People’s Think Tank -- Fiscal Sponsorship Proposal</p>	<p>Understand the nature of this new venture</p> <p>Decide whether GSAN should become its fiscal sponsor</p>	<p>People’s Think Tank Proposal</p> <p>Geoffrey- This is a Ford Foundation proposal for a collaboration between different educational justice groups, especially those that focus on queer youth and youth of color, which plays into GSAN’s strengths. Ford wants to unite groups on this who will work for justice long-term.</p> <p>Sophie- Historically, GSAN has been one of the</p>

			<p>most powerful voices in intersectionality and justice in this area, and Ford wants to make sure youth voices are a strong part of the resurgence. Sophie says this offer from Ford is a testament to the fact that GSAN is seen that way on a national level.</p> <p>Geoffrey- AFT and NEA are part of this project, which will possibly allow GSAN to create partnerships with teachers' unions, which would be helpful to our work. Geoffrey hasn't talked to staff about the proposal yet, but will talk to Luzmarina when she starts in NM.</p> <p>Sophie- Would this streamline our work that we are already doing with the Alliance for Educational justice, or would it add new responsibilities?</p> <p>Geoffrey- This would be the "biggest bucket" of work, so it would actually encapsulate a lot of the work we are already doing.</p>
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			<p>Danny- What would our role be in dispensing checks? What control and access would we have?</p> <p>Geoffrey- We would receive the money and five smaller organizations would be responsible for the regional work, including convenings and whatever the coalition needs at a regional level. Also, University of Massachusetts will be getting some of the money to run the national book tour.</p> <p>This is a good deal for GSAN because it will supply a good financial contribution and also set us up well to do our coming work.</p> <p>Motion to approve fiscal sponsorship- Amanda moves to approve fiscal sponsorship; Sam seconds. Motion approved unanimously.</p>
	<i>Confidential board recruitment conversation</i>		
10:30 AM (10 min)	<i>Amanda & Monroe</i> Planning for July In-Person Meeting	Solicit feedback re possible structure for the in-person meeting / new board member orientation	Monroe- For the July meeting, question whether we will have a separate focused

		<p>Preview some of the fun and productive things we'll be doing...</p> <p>Review action items re planning travel to Oakland</p>	<p>training session for new members instead of going slowly and intentionally orient as we go.</p> <p>The consensus is that a focused training session would be weird, inefficient, and possibly intimidating for just 2 new board members. Instead will go slowly and orient intentionally as we go.</p> <p>We can do a pre-orientation for the new people by phone or video – 1-2 hours? Details TBD, Geoffrey will connect with Sam about it. Board meeting will span Saturday and Sunday, probably a 10am or 11am start on Sat, details TBD.</p> <p>Out of towners should start booking travel.</p> <p>Sophie is willing to host gathering Saturday night, and she is 99% sure her kitchen will be remodeled by then. BUT, we need a backup plan for the 1% scenario.</p>
<p>10:40 AM (15 min)</p>	<p><i>Maj & Sophie</i> Evaluation Planning</p> <ul style="list-style-type: none"> • Discussing Board-Board Evals (and how they work) and minorly the Board → Co-ED Evals 	<p>Understand what the Eval Committee has in mind for a new Board Evaluation</p>	<p>Eval Committee Sub-Agenda 6/3</p> <p>Eval Form Drafts</p> <p>Maj and Sophie-</p>

			<p>Board member evaluation options: (1) Each Member (and co-EDs) evaluate Full Board as a whole; (2) Self Evaluations; and (3) Peer-Peer.</p> <p>Regardless of the method, the goal is to be constructive and guide future development, not punitive!</p> <p>(1) Full board option – would want ED input on specific questions, and EDs as well as board members would need to weigh in.</p> <p>(2) Self evaluation option – This would help hone in on areas for growth and learning, where more support is needed. It also ties in with the strategic planning process.</p> <p>(3) Peer-peer evaluation option – Want to add more to the sample re youth-adult interaction and mission-specific issues</p> <p>Folks in favor of doing all of the 3.</p> <p>Evaluation committee would have to identify 3 people who have working relationships who</p>
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			<p>can do the peer evaluation for each member, then pick randomly one person to actually write the evaluation. The suggestion that this be weighted in favor of co-chairs doing more evals (having thought a bunch about these issues already) and adjusted to even out the workload among others.</p> <p>Volunteers needed to draft further questions for the board evals. Malik and Monroe volunteered.</p> <p>Suggestion to add a question or two to staff survey (primarily re EDs) about the performance and role of board. The board approved this suggestion.</p> <p>[11 am, acknowledgment people will have to go]</p>
10:55 AM (5 min)	<i>Monroe & Amanda</i> Debrief & closing	Share impressions of this board meeting and identify things to try doing differently in future	

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

Terms (Reminder):

Name	Date FIRST Elected (or first mtg attended)	Date LAST Elected	Date Term Expires (2 yr terms for "adults," 1-2 yrs for youth)	Meetings Missed 2017	Meetings Missed 2018	Need Reinstatement?	Last Reinstated
Sophie Fanelli	October 2013	October 2017	October 2019				January 2017
Amanda Goad	October 2015	October 2017	December 2019	Excused May			
Danny Orsburn	June 2016	June 2016	June 2018				

Sam Alavi	July 2011	September 2017	September 2018				Sep 2014
Monroe Yeung	October 2015	October 2017	November 2016 (or 2017)	Excused September			
Logan Henderson	September 2012-2013	September 2017	September 2018				
Kristen Burzynski	March 2017	March 2017	March 2019	Excused September	Missed April May	Yes	
Malik Robinson	December 2017	December 2017	December 2018				
Kristi Jackson	December 2017	December 2017	December 2019				

Maddy Fischer	December 2017	December 2017	December 2018				
Malia Jenkins	December 2017	December 2017	December 2018				
Ollie Venzon	December 2017	December 2017	December 2018				

Board Meeting Attendance

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](#).