

**GSA Network Board of Directors Meeting**  
**Saturday, March 3, 2018 / 8:45 AM to 4 PM Pacific**  
**IN PERSON at GSAN Main Office**  
**300 Frank Ogawa Plaza, Oakland**  
**OR (for remote guest) Join VIA ZOOM:**



Directors	Directors	Management & Staff
Sam Alavi she/her	Malia Jenkins they/them or ve/ver	Ginna Brelsford, Co-Executive Director she/her or they/them
Kristen Burzynski (secretary) she/her	Danny Orsburn (treasurer) he/him (here remotely!)	Geoffrey Winder, Co-Executive Director he/him
Sophie Fanelli she/her	Malik Robinson they/them	Michelle Guevara Pozas, Communications & Development Director she/her
Maddy Fischer she/her	Ollie Venzon he/him	
Amanda Goad (co-chair) she/her or ze/zir	Sterling Waldman they/them (here remotely!)	<b>Guests</b>
Logan Henderson he/him	Monroe Yeung (co-chair) she/her	
Kristi Jackson she/her		

Time	Lead & Topic	Notes
8:45AM (15 min) (optional )	BREAKFAST	Bagels! Cupcakes! Coffee! Friends!
9:00AM (10 min)	<i>Monroe &amp; Amanda</i> Opening Call to order, roll call/ attendance, welcome, agreements, & agenda	Everyone shares the same basic expectations for this meeting.
9:10AM (45 min)	<i>Ginna &amp; Geoffrey</i> Icebreaker - Conocimiento Questions	<b>This was a great icebreaker! We learned a lot about each others' backgrounds and perspectives.</b>
9:55AM (10 min)	<i>Kristen</i> Secretarial Moment Consent Agenda:	<ul style="list-style-type: none"> <li>● Motion to approve- Kristi               <ul style="list-style-type: none"> <li>○ Second- Amanda</li> <li>○ Approved unanimously</li> </ul> </li> </ul>

	1. approval of minutes from February	<ul style="list-style-type: none"> <li>● Will put together chart with absences and tenure after meeting and attach to meeting notes.</li> <li>● Link</li> </ul>
10:05AM (45 min)	<i>Ginna &amp; Geoffrey</i> , featuring <i>Maj/Ollie/Maddie/Malik</i> Program/ Organizational Report	<ul style="list-style-type: none"> <li>● Restructuring organization and putting employees under each ED. Leadership team charter shows what the team has been working on for the last couple of months</li> <li>● Youth reporting back from programs <ul style="list-style-type: none"> <li>○ Maj hasn't had a chance to meet new NorCal organizers yet, neither has Ollie.</li> <li>○ Maddy reports that GSAN is building safety for LGBTQ students in schools w/in Fresno Unified; Building healthy communities group; intern is leaving, but hiring a part-time position to help over next few months.</li> <li>○ Cathy from LA has been promoted so she and Rhina have been working to transition position and work. Cathy is in dual role, so figuring out how to manage that without overburdening.</li> <li>○ AB 607 Advocacy- Willful Defiance Bill; students advocated in Sacramento.</li> <li>○ Midwest is a challenge, after Frank was hired, many people left, so Frank is supporting rebuild; may transition type of work in Midwest, maybe working more with young people if there's a need.</li> </ul> </li> <li>● Ginna says we don't make PDFs of job applications anymore, but she will send link to applications so we can encourage folks to apply (4.5 positions currently available).</li> <li>● TRUTH Update- Using TRUTH website as storytelling tool; many applications so it's taking some time to shift through. (ourtranstruth.org) Designed to be community. Lots of applications for TRUTH. Narrowed to 150 people for 30 spots.</li> </ul>
10:50AM (10 min)	BREAK	<ul style="list-style-type: none"> <li>● National Youth Council GSA for racial justice (super successful, apparently LA meeting with elected!)</li> <li>● Parkland- Emma is a GSA leader, and an incredible voice from Parkland. Should the organization put our weight behind Parkland and activate the network?</li> <li>● Showing GSA support behind students themselves instead of going full-on into the gun control debate. Provide information and resources for activists. Don't want it to look like GSAN is using this as an opportunity. Could we reach out to Emma and see how we could support her in her activism? More comfortable lifting up the conversation instead of supporting specific legislation or something like that.</li> <li>●</li> </ul>
11AM (10 min)	<i>Amanda &amp; Monroe</i> Doodle Time	Pick future meeting dates that are convenient for the greatest possible number of people

<p>11:10AM (15 min)</p>	<p><i>Michelle/Sam/Logan/Amanda/Maj</i> 20th Anniversary Event Update</p>	<ul style="list-style-type: none"> <li>● Three subcommittees <ul style="list-style-type: none"> <li>○ Creative</li> <li>○ Programming</li> <li>○ Fundraising</li> </ul> </li> <li>● Meeting monthly as subcommittees, bi-monthly as a whole.</li> <li>● “Visions of Liberation: Celebrating 20 years of LGBTQ+ youth leadership”</li> <li>● Event will include sponsors’ reception, not focused on “VIP” or money; sponsors and others. Move into general reception with cocktails and food stations. Not a sit-down dinner, but figuring out layout. ½ hour program; dancing and mingling; event will end around 9 PM.</li> <li>● Goal to raise 80k through combo of strategies.</li> <li>● Regular ticket price: \$150; Community ticket: \$75; Alumni ticket: Sliding scale between \$20-\$50.</li> <li>● Host committee to sell tickets with current and former members, and longstanding donors.</li> <li>● Asking all adult board members commit to sell 10 full-priced tickets to event; youth to sell youth tickets.</li> </ul>
<p>11:25AM (15 min)</p>	<p><i>Michelle</i> Give OUT Day</p>	<ul style="list-style-type: none"> <li>● Start getting excited for Thursday, 4/19! Give Out Day!</li> <li>● National day of giving, organizations take advantage of opportunity to get together to raise awareness and money. Horizon Foundation (which sponsors Give Out Day) gives awards for orgs who raise the most.</li> <li>● Mostly through social media, but some have hosted events and shared the link. You can postpone the donation so it counts towards Give Out Day.</li> <li>● Asking all staff and board to get 15 donations of at least \$10. Financial goal is to raise \$25k.</li> </ul>
<p>11:40AM (30 min)</p>	<p>[Executive Session Without co-EDs] [Co-EDs to set up lunch at this point]</p> <p><i>Maj</i> Meta-Evaluation</p>	<ul style="list-style-type: none"> <li>● Discuss what we want from the Eval Committee as a group</li> <li>● Goal Discussion <ul style="list-style-type: none"> <li>○ Goals for the eval forms</li> </ul> </li> <li>● Changes from the 2016 forms: likes/dislikes/comments</li> <li>● Brainstorm ideas and the eval committee can organize them all later into a draft</li> <li>● <b>MAJ TO PUT FURTHER NOTES</b></li> </ul>
<p>12:10PM (30 min)</p>	<p>LUNCH</p>	<p>Enjoy a sandwich and a break</p>
<p>12:40PM</p>	<p><i>Committee Co-Chairs</i> Committee Work Time</p>	<p>Briefly get together as each <a href="#">Board committee</a> and plan next steps</p>

<p>1:40PM (15 min)</p>	<p><i>Every committee's designated reporter</i></p> <p>Mini-committee reports -- each shares ONE action item and who's doing it</p>	<p><b>Governance-</b> Sexual harassment/discrim policy for the board</p> <p><b>Amicus-</b> Just be ready! Kristen can be a go-to contact for amici.</p> <p><b>Finance-</b> Finished comments on RFP, circulating on March 5<sup>th</sup>.</p> <p><b>Recruitment/Development-</b> Bring on new people in July, recruitment starts in April</p> <p><b>Strategic Planning-</b> Setting up a meeting with Tia</p> <p><b>Resource-</b> Coming up with a list of non-monetary resources and meeting with Michelle.</p>
<p>2:10PM (15 min)</p>	<p>BREAK</p>	<p>Ahhhh, refreshed!</p>
<p>2:25PM (10 min)</p>	<p><i>Monroe &amp; Amanda</i></p> <p>Post-Doodle dates confirmation</p>	<p>Confirm dates for April, May, June, July meetings:</p> <ul style="list-style-type: none"> <li>● Remote April 7</li> <li>● Remote May 5</li> <li>● Remote June 3</li> <li>● In-Person July 21<sup>st</sup> and 22<sup>nd</sup></li> </ul>
<p>2:35PM (45 min)</p>	<p><i>Ginna &amp; Geoffrey</i></p> <p>Emergency Succession Planning</p>	<p>Geoffrey goes missing</p> <ul style="list-style-type: none"> <li>● Ginna informs co cos, they inform board</li> <li>● Emergency meeting with staff leadership team and board</li> <li>● Re-distribute tasks, appoint interim director and/or other leaders</li> <li>● Secure ongoing mental health resources and therapy for staff and board and continuously check-in.</li> <li>● Build board/staff relationships now in the case of an emergency in the future. Whether certain folks from leadership should take over parts of what the EDs report at board meetings, etc. Board/Staff retreat. Board members should volunteer to help at staff events, get together with staff members, etc.</li> </ul> <p>Ginna gets in an accident</p> <ul style="list-style-type: none"> <li>● If Ginna goes missing while making the budget, finance committee would need to step in.</li> <li>● David may need to be trained up to step in with passwords, contracts, projects, etc. Co-EDs need to create log of information successors would need.</li> <li>● Co cos should develop a quarterly timeline that breaks down the components for reference.</li> <li>● Designate bank account and check writing duties.</li> <li>● Consult board network for help</li> <li>● Last resort, consult TLC??</li> <li>● Hire consultant to assist transition?</li> </ul>
<p>2:40</p>	<p><b>Bonus Section: Gun Violence Discussion</b></p>	<ul style="list-style-type: none"> <li>● <b>Will GSAN be part of the March 14<sup>th</sup> action?</b></li> <li>● <b>We should probably support youth-lead actions in response to gun violence.</b></li> </ul>

		<ul style="list-style-type: none"> <li>● Identify solutions youth are lifting up that we could amplify. This will require checking in with National Youth Council.</li> <li>● We probably don't want to endorse any one group in particular or specific legislation.</li> <li>● Governance committee is responsible for dealing with things that come up between board meetings, maybe including something like Parkland.</li> <li>● For issues that directly relate to our work could be addressed by staff response plan.</li> <li>● Does GSAN think it's worth it to re-enter the "safe space" debate/conversation. The narrative around school safety right now is focused around keeping white kids safe. Maybe coming up with our own definition of safe/brave space that relates back to our school discipline work. Ask youth councils to come up with their definitions so it's coming from people who are affected.</li> </ul>
3:20 PM (15 min)	<i>Monroe &amp; Amanda</i> Debrief & closing	Share impressions of this board meeting and identify things to try doing differently next time.

<sup>1</sup> 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 Agreements**

### **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):

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
<b>Sophie Fanelli</b>	October 2013	October 2017	October 2019				January 2017
<b>Amanda Goad</b>	October 2015	October 2017	December 2019				

<b>Danny Orsburn</b>	June 2016	June 2016	June 2018				
<b>Sam Alavi</b>	July 2011	September 2017	September 2017				Sep 2014
<b>Monroe Yeung</b>	October 2015	October 2017	November 2016 (or 2017)	Excused September			
<b>Sterling Waldman</b>	June 2016	June 2016	June 2017	Excused December			
<b>Logan Henderson</b>	September 2012-2013;	September 2017	September 2017				
<b>Kristen Burzynski</b>	March 2017	March 2017	March 2019	Excused September			
<b>Malik Robinson</b>	December 2017	December 2017	December 2018				
<b>Kristi Jackson</b>	December 2017	December 2017	December 2019				
<b>Maddy Fischer</b>	December 2017	December 2017	December 2018				
<b>Malia Jenkins</b>	December 2017	December 2017	December 2018				
<b>Ollie Venzon</b>	December 2017	December 2017	December 2017				

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](#).