

GSA

NETWORK

GSA Network Executive Team Report

June 01, 2025

J. Gia Loving + Maya LaFlamme



State of the Organization

Summary

MOSS PHASE TWO: We utilized the wintertime to slow down as staff and **Map our Organization's** progressive **Strategy** and necessary **Shifts** through our strategic thinking series, M.O.S.S. An overview of session focus points follow; use these links to view [Presentation Slides](#) and [Series Outline](#).

Session 1: Jan 29: Who We Are: Understanding Our Mission, Determining our Values, and Grounding in Political Identity

Session 2: Feb 16: Charting Our Path: Strategic Initiatives and Key Actions

Session 3: Feb 26: Where Our People Are: Growing Our Network and Building Momentum

Session 4: Mar 12: Shaping Our Vision: Creating a Cohesive Brand and Narrative

This strategic thinking series phase helped staff ratify core tenets to our work at GSA Network, including our core belief and values.

GSA Network Core Belief

Trans, Queer, and Two Spirit+ young people exist, belong, and have a right to self-determination.

GSA Network Core Values

1. **Interdependence:** *Our network is held together by the truth of our collective humanity and shared struggle.*
2. **Collective Power:** *We build power through fortifying TQ2S+ youth groups as they disrupt oppressive systems through gathering, supporting each other and taking action.*
3. **Intergenerational Stewardship:** *Youth-rooted, we carry on the project of freedom by harvesting wisdom of the past to seed the future with clarity.*
4. **Sustainability:** *We cultivate resilience through liberatory logistics that ensure our people and movements endure with dignity.*
5. **Wonder:** *We are uniquely positioned to practice creativity and study through exploration, experimentation, and beauty-making.*

STAFF RETREAT, MARCH 2025

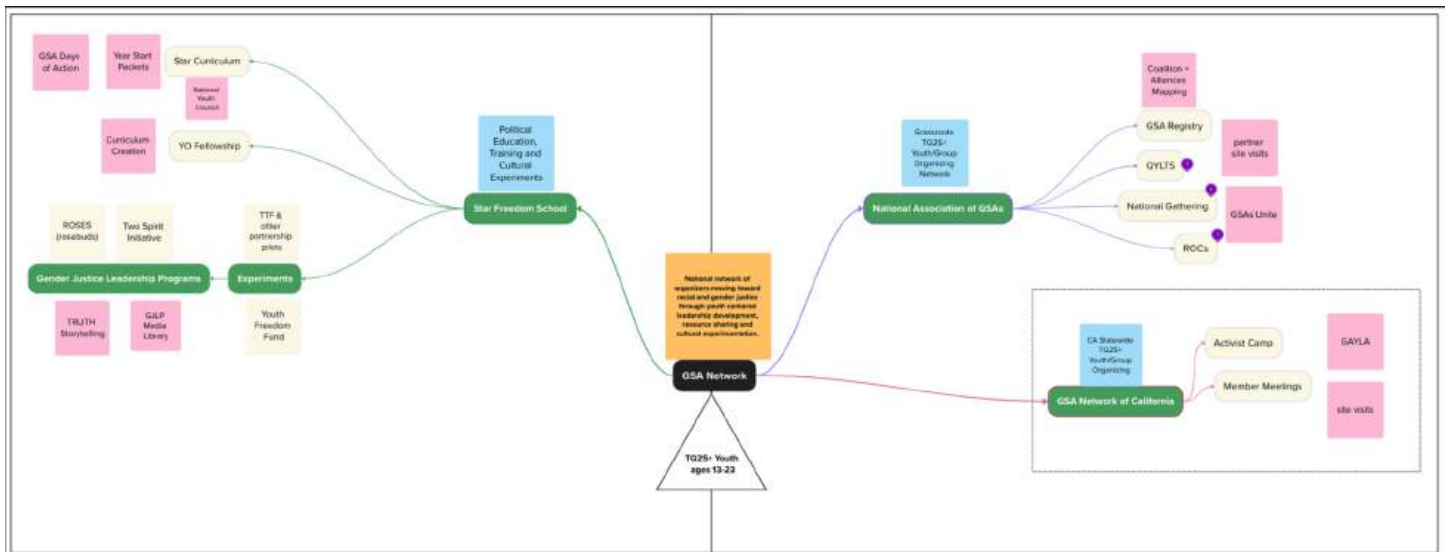
Our spring retreat in Asheville, North Carolina, marked a pivotal step in aligning our daily work with GSA Network's broader national goals. This gathering offered a space to reflect and take action, grounded in the core principles of Devising Freedom, our multi-year strategy focused on empowering TQ2S youth to lead with autonomy, dignity, and delight.

In-person retreat helped us to complete our MOSS strategic thinking series, concluding with necessary team bonding and movement power mapping. Our teams were invited to share the current list of movement relationships they are actively engaging in order to connect broad goals that are values-rooted and aligned with our organizational national strategy, Devising Freedom, and how to meet this moment's member absorption potential. Some of the prompts included:

- why/how we build coalitions and alliances
- why/how we base-build as a national organization
- why/how we gather our people's (collective) power



Ultimately, we shared our most current thinking of GSA Network organizational workflow that prioritizes two key priorities: STAR Freedom School and the National Association (BASE) of GSAs and TQ2S youth groups.



LEADERSHIP TEAM

The second cohort of FY25 includes the following representatives:

- Executive Team: Ronnie
- Directors: Anna
- Staff: Gill, Itzamar, Krysten, Orion

This cohort's priorities focused on sustaining a work culture that reflects the collective stewardship and shared leadership values we intend for the wider GSA movement. This included supporting staff meeting facilitation throughout the MOSS strategic thinking sessions; co-designing and co-facilitating our spring staff retreat in Asheville, North Carolina; continuing the political education series; and refreshing the way our staff engages in group appreciation during our staff meetings.

CALIFORNIA YOUTH ORGANIZING TEAM

Transformational youth leadership development, advocacy training, and GSA basebuilding throughout the state of California. GSA Network of California is in the process of transitioning into a fiscal project of GSA Network.

Christopher Covington, Advocacy & Campaigns Manager

Tony Ortuño, Basebuilding & Membership Manager

Itzamar Carmona Felipe, Statewide Lead Organizer - Northern California

Eli Mendoza, Statewide Organizer - Central Valley

Anthony Ayala, Statewide Organizer - Southern California

Activist Camp logistics is underway! We had 43 applicants and can only select 30.

We have wrapped up our year of Membership Meetings, including our final Statewide Campaign Committee this month! We helped plan and will support 5-6 Lavender Futures Campaigns across CA going into next year. We will launch our Lavender futures: GSA Issue Agenda report soon. Organizers are OUTSIDE!!! Tabling and attending in-person events and our fellows are wrapping up GSA Registration Project as they pivot to support for Activist Camp.

We are cosponsoring [AB 908 \(Solache\)—the LGBTQ+ Inclusion and Fair Treatment in Schools \(LIFT\) Act.](#) which is carrying forward our statewide issues agenda campaign building.

GSA Network of California is transitioning to become a fiscal project through the support of Geoffrey Winder as transitionary consultant. The YO Team has reestablished their social media presence in preparation for their statewide basebuilding efforts (IG @GSANetworkCA).

NATIONAL TEAM

The National Team includes members of our Partnerships, Gender Justice Leadership Programs, and Two-Spirit Initiative teams.

Adrian Parra, National Association Program Manager

LuzMarina Serrano, Senior Regional Organizer, Coalitions & Alliances

Yozantli Lagunas Guerrero, Gender Justice Leadership Programs Manager

Elijah White, Trans Youth Justice Organizer

Mulani Jackson, Roses Program Organizer

Gill Platek, Storytelling National Organizer

Ethan Molina, Two-Spirit Initiative STAR School Fellow

[GSA Day for Racial Justice \(#GSADay4RJ\)](#) took place on Thursday, March 6th, 2025. This year's focus was Point 7 of the Nine-Point Platform, "We Call for the End of Global White Supremacy," which led us to focus our offerings on uplifting the alternatives in racial justice work guided by Black Feminists. Pre-readings were made available in both [English](#) and [Spanish](#) for GSA clubs and TQ2S youth groups to study and share. [Our TQ2S+ Youth General Assembly broadcast is now LIVE!](#) We focused our broadcast on uplifting the Combahee River Collective statement as a foundational Black feminist introduction text. In our fight for justice, we must anchor ourselves in history and trust our ability to shape the future. Now. Together.

Our national organizers have been hitting the streets and every conference and festival we can find.

- Freedom to Be Monument with the ACLU in Washington, DC
- Attended [Queer Mobilization Retreat](#), Adrian is on the grant making panel this year.
- People's Think Tank Retreat in Raleigh, North Carolina
- Two Spirit Initiative collective will be gathering this month in Los Angeles.
- SMYAL's World Pride Watch Party on 6/6

Our team has worked on producing the following

- [U.S. versus Skremetti Zine](#)
- Comic commissions
- Intergenerational Gurl Talk podcast and video filming with Roses. We will release an episode next month, and the rest throughout the next year

Connecting GSA Movement Building to the Left: Maya and Gia have spent the last year working to anchor our TQ2S youth organizing work within the wider progressive left sector of social justice organizing. This includes strategic movement convenings like MVMT (national and statewide LGBT organizations) and Rising Majority (cross-movement sector organizations).

GSA Network's Organizational Strategy Devising Freedom	Rising Majority's National Strategy Vision for 2050
<u><i>Prepare and Pivot phase (2022–2024)</i></u> STAR School focuses on establishing foundational resources and networks. The STAR School Curriculum is launched as a 24/7 digital library on GSAsUnite, offering organizing and self-care tools in English and Spanish. Initial cohorts of STAR Fellows are introduced to work with National Association Organizations, building regional networks and	<u><i>Cohere and Aggregate</i></u> <u><i>Summer 2025 - Summer 2026 Program</i></u> We have the opportunity to advance a movement for systems change that aligns with our vision for the future, one in which we remain unapologetically pro-Black, pro-queer, pro-worker, pro-immigrant,

<p>preparing for larger advocacy efforts. Planning also begins for the Stargayzing Residency program, set to launch in 2026.</p>	<p>pro-feminist, pro-Palestine, pro-democracy, and so much more.</p> <p><u>KEY GOALPOSTS</u></p> <ul style="list-style-type: none"> • Multi-racial, multi-national working class interests & leadership • Collective legitimacy • Strategic and durable infrastructure • Coherent social movement and an independent Left force • United Front Practice
<p><u>Phase 1: Leadership and Influence (2025–2027)</u></p> <p>STAR School leverages the 2026 midterms to expand its influence. The curriculum grows with new resources that train youth on organizing and advocacy, equipping them to address pressing midterm issues. The STAR Fellows program scales up to 25 fellows who lead regional advocacy, connect with policymakers, and influence political narratives around TQ2S+ issues. The Stargayzing Residency officially launches in 2026, bringing together nine artists to co-create alternative education models that support youth advocacy. This phase capitalizes on the midterms to shape public discourse and build relationships with policy influencers.</p>	<p><u>OUTCOMES</u></p> <ul style="list-style-type: none"> • Shared practice among our organizations, members, and bases in key locales (cities, states, regions as defined through a strategic lens that stacks the priorities of our existing bases, the ability to expand our coalition, and considers opportunities for wins inside and outside of the state) • New contacts into our ecosystem (people who have never been engaged previously and/or low-touches) between virtual and in-person engagements <ul style="list-style-type: none"> ◦ Goal: 500,000 people by Spring 2026, with 25,000 people absorbed into our existing base-building organizations who attend our mass calls, trainings, People’s Assemblies, place based cultural interventions, and other mass mobilizations • Alignment around a mass line (i.e. what are we articulating about the pro-democracy fight?) and visible break through moments • An explicit division of labor between different actors in the ecosystem about our bodies of work and agreements established on shared work across our formations
<p><u>Power-Building (2028–2030)</u></p> <p>Intensifies STAR School’s national advocacy as the 2028 presidential election approaches. The curriculum expands nationwide, focusing on resources for TQ2S+ youth advocacy on healthcare, education reform, and anti-discrimination protections. STAR Fellows mobilize for large-scale campaigns, organizing youth-led town halls and dialogues with presidential candidates to ensure TQ2S+ issues are integral to campaign agendas. Residency participants deepen their work on education reform</p>	<p><u>ACTIVITIES</u></p> <ul style="list-style-type: none"> • Mass Engagement <ul style="list-style-type: none"> ◦ TQ2S Youth Assemblies • Meaning Making & Political Education <ul style="list-style-type: none"> ◦ STAR Freedom School • Media and Communications • Org-Based Pods (Distributed Outreach for BB/Mass Vehicle) <ul style="list-style-type: none"> ◦ GSA Network leading Youth Pod

<p>prototypes, integrating these models into youth-led election campaigns and furthering STAR's influence.</p>	
<p><u><i>Phase 3: Harvest and Reflect (2031–2033)</i></u> STAR School consolidates and sustains its impact. The curriculum is maintained and adapted based on engagement data, supporting ongoing TQ2S+ organizing. STAR Fellows document best practices, creating a sustainable guide for future leadership, while Stargayzing Residency prototypes are archived as an ongoing resource for educational and advocacy efforts</p>	

PROGRAM OPERATIONS

Anna Davis, Director of Organizational Effectiveness & Learning

Ronnie Dong, Executive Operations Manager

Orión Corado, Program Operations Coordinator

Krysten Cherkaski, Development Manager

Celina Fernando, Communications Coordinator

Briana Ureña-Ravelo, STAR School Coordinator in Operations



We have consolidated our program operations staff members into our Program Operations team. We met in Minneapolis, MN in April for our first operations retreat, focused on streamlining the ways the subteams overlap.

With our communications manager, we are currently developing a narrative strategy/plan to be launched in June → serves as a longer strategy and point of connectedness across national events/programming for our base. This also serves as a longer point of engagement/call to action for our base around a call for self-determination. Comms → Developing Skrmetti statement to go out. It's time for our final edition of STARDIAL updates for June!

The linked staff memo was shared on 5/20/25 following a media comms request from a known conservative news outlet. While we did not respond directly to the request, we utilized the opportunity to regroup staff members into our communications and safety protocols, including mindfulness when sharing descriptive information of youth leaders and staff online. [Memo linked here](#) It will be pertinent for board and executive team members to remain vigilant and in close contact as the organization continues to be subjected to alt-right attention and likely DOJ/state court cases.

Our Development team has continued to apply to grant opportunities that are historically aligned with GSA Network youth organizing, as well as stretching our organization's profile into untapped funding sources. 1.8 million dollars in proposed funding have been submitted.

State of the Executive Team



Maya's first year milestone as co-Executive Director is here! Yay! In the time since our ET has been full, we've prioritized our strategic anchors and external relationship building as co-leaders of GSA Network. Maya and Gia have joined [AORTA's](#) Shared Leadership cohort, supporting the team's executive coaching and the organization's long-term commitment to decolonial and intergenerational stewardship.

Ronnie has been supporting the executive team's operations. Reach out to Ronnie for any scheduling needs: rdong@gsanetwork.org.

Maya and Gia have been traveling almost non-stop to build relationships between GSA Network and wider movement groups and donors

- Rising Majority strategic planning retreats - Miami, Florida
 - Base Building Praxis Table
- Creating Change- Vegas, NV
- Building Trans Power strategic coalition - Transgender Law Center
- Lyric House Pride Pour - San Francisco, California
- Funding Forward-Houston Texas
 - Closing Plenary Panel with Gia Loving and other education justice groups

We are updating our MOUs and forming fiscal and strategic partnerships with friends in the work to help us allocate resources more nimbly.

- STAR Fellows: Split with TLC and LGBTQ Task Force
- GJLP and TSI programs, including staff: Split evenly with TLC

We are still without directors, which means Gia and Maya supervise and directly manage a large percentage of staff (ML: 5 direct reports + Fiscal Project Staff and GL: 5 direct reports + Program contracts). We are not yet financially sound enough to pay directors.