



**The Gala Pride and Diversity Center  
BOARD OF DIRECTORS MEETING MINUTES**

**Date:** Tuesday, January 7, 2020  
**Time:** 6:01 pm to 8:15 pm  
**Location:** 1060 Palm St., San Luis Obispo, CA 93401

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*“The Gala Pride and Diversity Center (The Pride Center) supports and empowers people of all sexual orientations, gender identities, and expressions to strengthen and unite our Central Coast Community”*

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**1. Call to Order:**

President Doug J. Heumann called the meeting to order at 6:00pm. **Quorum was present.**

**2. Roll Call:**

**Present:** Doug J. Heumann (President), Jane Lloyd (Vice President), Dave Weisman (Secretary), Jeff Eckles (Treasurer), Rob Diaz (Past President), Denise Taylor, Sam Byrd

**Guests:** Jamie Wolfe TCC; Lynne Schmidt; Sherry Collier

**Absent:** Elissa DeHart. Katherine Soule

**Staff:** Michelle Call, Executive Director

**3. Speakers**

3.1 No speakers tonight

3.2

**4. Action/Information/Discussion**

**4.1 Approval of December Board Meeting Minutes – 6:05 pm**

Heumann presented the December Board Meeting Minutes for approval. Eckles made a Motion to Approve and Lloyd seconded. The Vote regarding the Motion to Approve the November Board Meeting Minutes PASSED with 7 approvals, 0 oppositions, and 0 abstentions.

**4.2 Approval of Financial Reports – Eckles – 6:06 pm**

Eckles presents high-level overview of year 2019; previous bookkeeping had been less formal; Some items still need to be refined and recategorized and reflected on the monthlies. For 2019, the books were an accurate reflection and they were validated through an audit.

Call adds that Robert Kinports will present a proper Pride (using fresh numbers) budget to Board at next meeting.

Eckles reports need to get updated Edward Jones amounts into the November/December books and proposes options: Approve budgets now or wait one more month for budget approvals (which will

include Edward Jones updated) Presents option for motion just to authorize spending spend for the next single month.

Heumann makes motion to table approval of November/December 2019 financial report to February 2020 meeting. (*NOTE: I did not record a "Second" to that motion*).

By unanimous voice vote approval of November and December 2019 financial report is tabled until February 2020 Board meeting.

#### **4.3 2020 Budget – Eckles -- 6:14pm**

Call attended budget class at Spokes; discussion of moving from Excel to Quickbooks.

Eckles: Requests comments on any errors in budget sent by email; none noted beyond typos and formula calculation errors Lloyd noted.

Lloyd: Initiates discussion regarding how to determine what should be included in the budget as line items: for example, reporting only what GALA pays Call, not the full amount; or listing what each "club" receives. Should there be "mini" budgets for groups? What categories should be included in the major budgets?

Eckles uses TCC as example of pass-through expense, and how it works, but how do we want to show it? It wouldn't show up as budget item, but should show up in Balance Sheet as current liability.

Youth Project, TCC, and should Pride have separate budget—but is it part of GALA?

Call: Going to add Pride budget into GALA budget but TCC is a "pass through"

Wolf on behalf of TCC notes there is a difference between Pride budget and TCC—that TCC can't spend its money without going through the GALA board; Taylor adds that she sees TCC as a "line item" whereas Pride is a GALA revenue generator

Lloyd raises question: If smaller groups dissolve...what happens to their money? Does it remain in line item? She also questions the ongoing value of the rented storage units;

Call replies that the storage units hold the Pride equipment, audio speakers, etc.

Schmidt suggests purchasing a small on-site shed for same cost as yearly 10x12 unit rental. Suggests getting it in time for Pride and transfer the material at that time.

Michelle: Took out "grant writing" from budget but it will be reinstated.

Eckles: Presenting board with alternative model: Looks favorably at hiring administrative person for 20 hours and Call for 30 hours as E.D. Currently solo E.D. doing 40 hours including lots of administrative work. With 20/30 split it adds 10 hours total and makes 30 E.D. hours more focused and productive.

Call would also spend 2020 investigating potential for future grants. The difference is \$1000 per month total (via USA Staffing). GALA would pay the 20-hour person.

Diaz and Byrd initiate discussion on alternative possibilities—can Tomasini scholarship money be repurposed to fund a new part-time person, or, can an Americorp volunteer be employed?

Diaz: Understands that no scholarship money had been used previously. It is intended for LGBTQ youth going to school or academic purposes.

Heumann: Money (such as Tomasini) has to be held if given for a specific purpose. Need to go donors and ask them about repurposing. He will ask Robert Kinports who possible contacts might be. He will write letter of inquiry.

Call: Responds to budget question and replies that printer and toner fee covers one entire year.

Eckles: **MAKES MOTION** that Board approve the Month of January 2020 presented budget

Diaz seconds

Discussion: None

All in favors, motion passes by unanimous vote.

Heumann: Would like to have discussion on changing Board monthly meeting date in order to have fresher financials. Moving to THIRD Tuesday of the month.

Call will investigate with Atheists United who are currently using the Center that evening.

#### **4.4 Executive Director Report – Call – 6:53pm**

Call provided her written Report to the Board prior to the meeting and copies were available at the meeting to any interested persons. The Executive Director Report is made a part of these Minutes.

Subjects included:

- Website
- Library
- Lease
- Other:

SLO Democratic Convention has invited us to attend their convention and have table at their event, January 25<sup>th</sup>, but it would not have been possible as is the same day as Board Retreat.

Discussion ensued regarding the possibility of an invitation to Republican convention, in the spirit of maintaining a non-partisan stance with regard to party and political outreach.

Tabling at Women's March in Action Alley, January 18 from 9-1: Call can attend for short time but is attending conference. Diaz will ask for youth volunteers. Discussion of scheduling and plans.

Dawn Addis has asked for an LGBT forum between her and Jordan Cunningham this summer. Heumann suggests that we work with League of Women Voters to ensure that forum will be non-partisan. Call wishes to give personal endorsement to Addis only.

Central Coast Kink Community MOU discussion: Group wishes to be affiliated, not a committee.

Discussion of whether this merits a full MOU or perhaps a "letter."

Byrd: Where would this "letter" live?

Diaz: They want to be publicly acknowledged as a public group of GALA with commonalities of concern between the Kink and LGBTQ community. It's a big gesture to offer them.

Call: Kink and LGBTQ community not widely seen as allies, agrees with Diaz on importance of gesture.

Rob: Can we do MOU as sign of solidarity?

Jeff: Do we have an official definition of affiliate? Do we own "Munch" and "BDSM101?"

Weisman: Perhaps simply a "letter to commemorate our understanding" of the relationship between the two entities

Heumann: Will work on draft of such a letter

Call: Pride event needs more board presence on the Pride Committee, perhaps one or two members.

Taylor: Did it last year. She will do "labor" but not planning, however remains very involved in TCC.

Call: GALA needs an events committee. Asks for volunteers for events such as: LGBTQ+ dance, Halloween etc.

Board agreement presented to members; needs to be read and signed.

Heumann: Advises Board members to take the document home and read it, have it signed and returned for next monthly meeting.

Byrd: Asks who will do maintenance on our website.

Call: Can mostly do Wordpress updates herself, but the web vendor remains available for assistance

Byrd: He has updated GALA calendar to work in conjunction with the Cal Poly calendar

#### **4.5 Regular Board Meeting Date – Heumann (DISCUSSED EARLIER at 6:50PM)**

Heumann presented the idea of changing the regular Board of Directors monthly meeting, especially in light of the fact that the financial reports cannot be accurate based on the meetings are held so early in the month (first Tuesdays).

### **5. GALA Group Committee Reports:**

#### **5.1 SLO Lez B Friends – Lloyd – 7:21pm**

Lloyd reported that they had game night, she couldn't attend; Marie Christine facilitated; next theme TBA

#### **5.2 Q&R Groups – Diaz – 7:23pm**

Diaz reported that 15-20 or so showing up; 6 new members who have come through, some are older and came earlier in life and now return. Changing the format so 1<sup>st</sup> and 3<sup>rd</sup> group is more discussion based on inclusivity within the community and issues of isolation within our own communities. Figuring out alternative to Pacific Pride youth conference as they have aged out.

Call asks if they your wish to do another Body Positive event; Diaz affirms.

**5.3 Tranz Central Coast – Woolf – 7:24pm**

Chair Woolf reported that groups are going well, fund raiser coming up on March 7 at Windows on the Water. It's \$125 a seat and Wolf brought the menus to share.

Training on January 11<sup>th</sup>: second phase train-the-trainers.

Steering committee to meet on Jan 16<sup>th</sup>.

Discussing issue of Trans person in the jail and how the jail handles LGBTQ people. They seem to have a structure in place that if followed would probably be respectful.

**5.3a Pride:** 7:25 SAM: talked to Poly ASI President (and joining Cuesta) who is interested in having discussion with GALA and shifting to May. Pride committee thinking of September. Current pride will still be July 2020. If there is a switch we will be promoting new date for 2021.

**5.5 Bi+ Group – DeHart – 7:31pm**

Eckles reported: They missed the second month but were meeting January 8th.

**5.6 Outreach – Taylor – 7:32pm**

Taylor reported that there was a good response for next Queer Retreat on March 14<sup>th</sup>. Many other groups seem to expect GALA to take the lead; Byrd offers to help Call with organizing and logistics.

**5.7 Governance – Heumann – 7:33pm**

Heumann reported that Governance met today (1/7/20) and is still working on policy and procedure; by laws vote goes out tomorrow. Worked on board statement for evaluation.

**5.8 Art Curator – Schmidt – 7:34pm**

Schmidt reported that "NOTHING TO SAY," new show going up for February

**5.8a Senior Advocacy-** Call reported that there was a holiday party attracting almost had almost 50 people.

Lloyd will work with John Boling on future events.

**5.9 Fundraising – Weisman - 7:37pm**

Weisman reported on options for a "Pride Flag" for the center including adapting the new logo to be painted on the sign in front of the building. Notes that if flagpole is constructed, the base can be designed so that donors to the flag pole as part of a capital campaign can be memorialized in brick or bronze plaques at the base.

**ADDITIONAL DISCUSSION:** Need to add report from Eating Disorder Group to future agenda items.

Elissa DeHart and Andrew Seiver will serve as co-facilitators; DeHart will attend facilitator training. Future plans include holding a social and invite more informative guest speakers and lecture series.

**TCC:** Was contacted by Salinas Unified High School district. MCSIG is their healthcare provider and has transgender exclusions--Cuesta is one such school under that aegis. Spoke to ACLU about this. The more we can work together stay tuned....there is a statewide effort to address this issue.

**6. Next Meeting:**

Reminder made of Board Retreat on January 25<sup>th</sup> 9-1, in Atascadero

**Date:** February 4, 2020

**Time:** 6:00 pm

**Location:** 1060 Palm St., San Luis Obispo, CA 93401

**7. Adjournment:** President Heumann moves for adjournment. Diaz seconds; Approved on unanimous vote. Meeting adjourned at 7:42 PM

## **CLOSED SESSION**

Closed session begins at 7:49PM

Continued discussion of division of labor: salary and employment issues.

Adjourned at 8:18