



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

Date: Tuesday, November 17, 2020
Time: 6: pm to pm
Location: 1060 Palm St., San Luis Obispo, CA 93401

“Supports and empowers people of all sexual orientations, gender identities, and expressions to strengthen and unite our Central Coast community.”

“El Centro de Orgullo y Diversidad (Gala) apoya y empodera a la gente de todas las orientaciones sexuales, identidades de género, y expresiones de género, para fortalecer y unir nuestra comunidad de la Costa Central”

1. Call to Order:

President Doug J. Heumann called the meeting to order at **6:05 PM. Quorum was present.**

President Doug J. Heumann - Reading of the Mission Statement

Executive Director Michelle Call – Reading of Mission Statement in Spanish

2. Roll Call: 6:08

Present: Doug J. Heumann (President), David Weisman (Secretary), Sam Byrd, Katherine Soule (Treasurer) Rob Diaz (Past President)

Guests: Jamie Woolf, Rusty Cook - TCC, Tauria Linala, Jamie Woolf, Sol Smalls, Roxi Rini, Dusty Colyer-Worth, Arti Kothari, Kelly Green, Serrina Ruggles

Absent: Denise Taylor, Elissa DeHart

Staff: Michelle Call, Executive Director; Ciana Costa

3.0 Speakers 6:14 PM

No formal speakers

4.0 Action/Information/Discussion

4.1 Approval of October 2020 Board Meeting Minutes – 6:15 pm

The Vote regarding the Motion to Approve the October Board Meeting Minutes:

Motions to approve minutes: HEUMANN

Second: SOULE

PASSED with 5 approvals, 0 oppositions, and 0 abstentions.

4.2 Approval of October Financial Reports – CALL – 6:17 pm

SOULE: Revenue almost 6000; expenses about 420, total facilities 3300 admin 7800

Negative 6200 for this month after all expenses.

Had to make double payment of some utilities to make up for missing September.

CALL: Property taxes have gone down slightly because the front office is not being rented, it is a considered a "donation" instead.

HEUMANN: re: Statement of Financial Position...he gets a difference in adding up subcategories versus the total general checking.

SOULE: Sub accounts are listed under general checking; the numbers do compute, separately.

HEUMANN: Can we separate out General Checking and Edward Jones?

SOULE: Will see if the accounting system can do that.

Motions to approve October financials: BYRD

Seconds: DIAZ

PASSED with 5 approvals, 0 opposition and 0 abstentions.

4.3 Executive Director Report – Call – 6:21 pm

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

HEUMANN: Under SLO LGBTQ mental health task force....change name from Barry Price, will be corrected.

CALL: Introduces Serrina Ruggles as new administrative assistant; looks forward to professional collaboration beginning in December.

ADDITIONS: Stoke the World had talked about New Years Eve Fundraiser, but it's not going to happen; they are instead looking at a late January event to raise money. Instead, Pride will do a pizza party, a low-key event, and a means to test the streaming equipment.

TCC voted to reimburse TPC for training that has been laid out, and Roxi Rini will be donating money from a match from her work. With that money Call would like to propose a board/volunteer congratulatory event of some sort, perhaps pay for delivery from certain restaurants and get together for a virtual gathering.

4.4 Unfinished Business – Heumann et al. 6:25 pm

Update on plan for soliciting and implementing Thomassini scholarships (applications, evaluations, other models)

BRYD: Presents prototype template for on-line application for scholarships. Will market it through the GSA and Cuesta Pride, and on both websites and instagram. Has utilized guidance from other Pride foundations and CenterLink networks.

DISCUSSION: Board members comment on needs to reduce or remove any cultural barriers to application, as well as any encumbrances to applicants regarding citizenship, or other status questions. Also need for application to be bilingual at the least.

BYRD will make edits and have application "go live" on December 1, 2020.

ONGOING DISCUSSION OF 2021 BUDGET

6:40 PM

CALL: The annual budget is about \$97,000, if USA doesn't pay for increase in labor costs, that number increases to \$106,000. That difference (\$8316) is cost of Americorp volunteer.

HEUMANN: We are ready to move money from Chapman to Community Foundation

A quorum being present, DIAZ Motions to approve 2021 budget as presented

HEUMANN: SECONDS

PASSED with 5 approvals, 0 oppositions, and 0 abstentions.

EXTENSION OF ED REPORT 6:49 PM

CALL: Thanks Ciana for fabulous work and filing and phone support, taking on newsletter and volunteer

management. Congratulates her as an amazing team member and extends wishes for every success in the future.

HEUMANN Thank You Letter to Stoke the World President from President Heumann still to be completed

CALL: Update regarding Eventbrite complaint to SLO PD: Working with officer Orozco; he is working on subpoena for EventBrite. Call is providing helpful information as requested by the investigators. No evidence points to any trouble connected to any I.P. address associated with The Pride Center.

HEUMANN: Update regarding the PACT: Deanna Cantrell has started this, many other NGO marginalized groups have been involved; Derek Johnson, SLO city manager informed that SLO is hiring a national group to help in the hiring choices.

CALL: Officer John Stevens is new LGBTQ liaison with police. He is a Navy veteran, former park ranger and activist.

SOULE: When the SLO City DEI task force meets, it would be beneficial to have some public comment on interest for search and recruitment for the police chief.

4.5 New Business – Heumann – 6:59 pm

Ciana Costa's resignation is announced formally to the board, followed by thanks and tribute from the Board.

HEUMANN: Letter regarding offensive homophobic and racist Facebook comments from Cuesta Board member; HEUMANN offers to send comments from his position as president of the Pride Center. He made Personal Facebook homophobic and racist statements

Discussion: Is it appropriate for Pride center to sent letter and to whom in particular? Cuesta is supposed to be inclusive and diverse. Options and possibilities include sending letter to all Cuesta Board members, chancellor of California Community Colleges and large donor/funders of Cuesta.

VOTE ON ACCEPTING POLICY AND PROCEDURES

Vote on accepting language of 8 new policies/manuals for The Pride Center:

HEUMANN calls for vote on accepting language of Employee Manual that was previously submitted to and commented upon by Board members.

HEUMANN MOTIONS to accept language
WEISMAN Seconds

PASSED with **5 approvals**, 0 oppositions, and 0 abstentions

HEUMANN: Presentation of 7 additional policies of The Pride Center to vote upon, noting that they are voting on content only and that the final policies will have The Pride Center letterhead:

- Environmental Policy
- Gift Acceptance Policy
- Public Policy
- Youth Group Facilitator Policy
- Capitalization Policy
- Cash Management Policy
- Financial Accounts Policy

WEISMAN motion to accept the 7 policies as presented
BYRD: seconds

PASSED with **5 approvals**, 0 oppositions, and 0 abstentions

HEUMANN: BOARD ELECTIONS

Board will be electing new members on the December 15th meeting. As few as 5 and as many as 15.

Need President, VP, Secretary and Treasurer; election requires a simple majority of 7 members to elect an individual; new bylaws state that you serve a 2 year term. Slate will be presented to nominating committee on 12/1/20 and Secretary will get to the full Board on 12/8/20

CALL: Nominating committee meets 11/18 at 3:30 PM

5. GALA Committee Reports:

5.1 Fundraising – Weisman – 7:17 pm

WEISMAN: Timing and outreach of Laird and media publicity campaign in to be coordinated with holiday season in December

5.2 Governance – Heumann – 7:20 pm

Updated and thanks to all on the governance committee

5.3 Outreach - BYRD – 7:22 pm

Much recent outreach aimed at election information and education for LGBTQ voting.

Met with Greek life representatives ; now has three representatives on the queer and trans committees for Greek life and have heard it is making a positive impact.

Met with Dylan from Cuesta Pride for support, wants to be able to partner and trying to plug in the Cuesta Pride with his student assistants and collaboration. Their group is looking for some Cuesta Pride t-shirts and swag because they feel a queer void on their campus. Suggested mural and pride campus., and will invite them to join cultural team

Students working to put out interviews on Equality with explanations about its importance.

One student will be interviewing SLO Mayor Heidi Harmon on LGBTQ issues.

Putting together queer and trans leadership summit for next term to do benchmarking for future DEI index.

5.4 Pride – Call – 7:29 pm

CIANA COMMENTS upon her departure from work at The Pride Center: Thanked the whole board and especially Michelle Call for being “the most fabulous boss and co-worker”; and thanked all for giving her the opportunity; thanks Lorelie for giving her the courage to come and then one day sit behind the desk she had occupies; it was a dream come true.

PRIDE: Meeting went well. Considering a “TED” style talk in conjunction with Cal Poly. Budget discussion will be formulated in the new year.

Discussion on co-chairs was had; there won't be a chair, people will just be taking on separate responsibilities and see how everything progresses.

HEUMANN: Concerned about how much Call takes on; if they choose not to have a chair he worries about Call taking on too much.

CALL: The administrative Pride work has been turned on to Cal Poly interns who have many hours to use on it; she just runs the meeting for now.

BYRD: Has worked on Ila's work plan, so Pride will be her primary project for the logistical pieces of the work on Pride, and Dusty will do sponsorships and finances; they are not formally named as chairs, but leading the group.

5.5 Senior Advocacy – Boling – 7:36 pm

CALL: has been in touch, no planned activities but sent out email to list (courtesy of Tauria) of Seniors and asked if anyone needs anything individually and had great responses for need and delivery of meals, etc.

5.6 Tranz Central Coast -- Woolf -- 7:38 pm

WOOLF: Inviting all to Video Watch Party for the movie “Disclosure” on Friday 6:30.

TCC decided to contribute \$2085 to help fund some of Rocio's activities and training for starting up support group and \$8500 for Americorps volunteer. New member of steering committee is Jay Ramirez, a Latinx trans man, and they are pleased to have him join.

6. GALA Group Reports 7:39

6.1 SLO Lez B Friends
NO NEWS; status quo

6.2 Q & R Groups - Diaz

HEUMANN: On Hiatus; thanks Diaz for all his work for being past president, board member and all the work he has done for queer youth.

DIAZ: Comments on privilege to be a part of it; a growth experience workign with youth, which helped him to come into his own queer identity, and it was mutually beneficial to watch them grow up during their years of transition to adulthood.

6.3 FED Eating Disorder Group - Dehart

CALL There is a national group holding a LGBT+ virtual suppot group, looking to join the national group and alternate with local group

6.4 Art Curator – Schmidt

HEUMANN: Schmidt couldn't be present for meeting. He acknowledges her work painting the front steps and making new tables and refinishing the furniture.

CALL: Will recognize her as volunteer of the year; doesn't like surprises and Call will think of something as a tribute gift that will help Schmidt with her work with the center.

7. Next Meeting:

Date: December 15, 2020
Time: 6:00 pm
Location: 1060 Palm St., San Luis Obispo, CA 93401

8. Adjournment:

MOTION TO ADJOURN: HEUMANN
SECOND: WEISMAN

PASSED with **5 approvals**, 0 oppositions, and 0 abstentions

ADJOURNED AT PM 7:46 PM

9. Closed Session: Convened at 7:52 PM

Discussion of salaries of Executive Director and administrative assistant for year 2021.

CLOSED SESSION ADJOURNED AT 8:07 PM